

**DAVID M. BIGGAR**

OCCUPATION: Arbitrator

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**LABOR RELATIONS EXPERIENCE:**

Before becoming a Labor Arbitrator, I worked as a Neutral protecting and promoting the collective bargaining process. I worked as an investigator, hearing officer and trial attorney for the National Labor Relations Board for 38 years where I was involved in a wide variety of disputes between labor and management in the States of Minnesota, Wisconsin, Iowa, and North and South Dakota. The majority of the issues I was involved in arose from charges by one of the parties claiming that the other was not bargaining in good faith. I gained knowledge of many different business operations and industries and the stresses to the parties in a bargaining relationship in those situations. I was exposed to hundreds of different collective bargaining agreements and the unique provisions in those agreements. I often studied their provisions to enable the NLRB to determine whether it should defer pending unfair labor practice cases to the grievance and arbitration provisions of a contract, or to determine whether to defer to an arbitrator's award that dealt with the unfair labor practice issues.

In law school and through seminars and conferences attended as part of continuing legal education requirements, I have focused on public law issues in Minnesota, including the Minnesota Public Employee Relations Act and the Minnesota Veterans Preference Act.

**ARBITRATION TRAINING:**

I have been exposed to many arbitration issues by attending arbitrations conducted by Thomas Gallagher, Leonard Lindquist, John Flagler and Frank E. Kapsch, Jr. I took an arbitration seminar from Christine Ver Pleog as part of my law school education. Attended a week long seminar called "Becoming a Labor Arbitrator" presented by the FMCS in October, 2012. I have attended numerous seminars for continuing education credit that have dealt with issues unique to the arbitration process. I personally represented the National Labor Relations Board Union in a grievance arbitration hearing dealing with changes in attendance practices.

EDUCATION: BS, South Dakota State University, Psychology and Economics (1971)  
MS, Iowa State University, Industrial Relations (1973)  
JD, William Mitchell College of Law (1987)

FEES: Per Diem fee is \$800. A per diem charge will be assessed for each day of travel, hearing, study, research and writing the decision and award. A hearing day is any portion of a day up to 8 hours. There will be no charge for travel on a hearing day, or the first hour of travel on a non-hearing day.

Cancellation fee of \$400 is charged if cancellation occurs less than 21 days before scheduled hearing. If the matter is rescheduled and the hearing is eventually held, the cancellation fee will be waived.

Expenses: Parties will be charged reasonable and customary expenses, including travel (hotel, meals, airfare, car rental and the IRS mileage rate for use of personal vehicle), photocopying and mailing costs.