

## **TERRENCE J. FOY, ARBITRATOR**

### **E-MAIL:**

**TELEPHONE:** 612-269-2085 (Office/Cell) 651-698-6265 (Land)

**EDUCATION:** BA University of Wisconsin – Madison

JD Hamline University School of Law (now Mitchell Hamline)

### **LABOR RELATIONS EXPERIENCE:**

Over thirty years experience as labor relations counsel to public employers negotiating collective bargaining agreements, serving as advocate in grievance and interest arbitrations and advising clients on contract administration, personnel issues and related matters.

Served as lead negotiator in negotiating collective bargaining agreements, a number of which were initial or “first” contracts. Represented clients in mediation as well as unit determination and clarification proceedings.

As advocate, prepared and presented interest arbitration cases involving units of law enforcement employees, supervisors, assistant county attorneys, nurses and probation officers. Represented clients in the resolution of grievances, including grievance arbitration, addressing compensation, layoff, promotion, utilization of benefits, discipline and discharge, FMLA, pay equity, subcontracting, seniority and various contract interpretation issues.

Represented clients in employment-related litigation in district and appellate courts.

### **PREVIOUS EMPLOYMENT:**

Attorney/Shareholder - Ratwik, Roszak & Maloney PA, 1988 – 2016

Attorney – Peter D. Bergstrom, Attorney at Law, 1983 – 1988

**NEUTRAL EXPERIENCE:** BMS Arbitration Roster (2017 – Present)

**PER DIEM FEE:** \$1,800.00 for each day of hearing/travel, study, writing and preparation of award. The full per diem fee is charged for all hearing days. More than one day’s per diem may be charged and prorated where the day of hearing and travel exceeds eight hours.

**EXPENSES:** Ordinary and customary expenses including lodging and transportation. Mileage calculated from home address at current IRS rate.

**DOCKETING FEE:** None

**CANCELLATION:** Full per diem will be assessed if the hearing is cancelled less than 21 days prior to the scheduled hearing date. The cancellation fee is not assessed if the hearing is rescheduled and conducted at a later date.

**HEARING PROCEDURE:** Available for in-person or virtual hearings via Zoom, Webex, Google Meet and Microsoft Teams.

Effective for new selections after January 1, 2025