

Sarah Lewerenz
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Labor & Employment Law Positions

AFSCME Councils 5, 96 and 65 and Law Enforcement Labor Services 1988-2018

Boards of Directors

2nd Harvest – Northern Lakes Food Bank Board

- Advised on hiring and terminating personnel and other employment issues

United Way of Duluth Board

Project Soar Displaced Homemakers Program Board

Minnesota DFL State Executive Committee

- Chaired Finance and Budget Committee for 12 years, involved in employment terminations

Education

University of Minnesota Law School

Juris Doctor 1981

University of Minnesota Duluth

Bachelor of Arts – Summa Cum Laude 1977

Responsibilities at AFSCME Councils 96, 5 and 65 and Law Enforcement Labor Services

I was the Political Director for AFSCME Council 65 for eight years and in that capacity, I supervised the Political Organizers hired to work on the election. That meant I dealt with numerous personnel issues.

Thirty plus years labor relations experience. Represented unions and employees in grievance and interest arbitrations. Responsible for all aspects of the collective bargaining process including negotiations, contract drafting, administration and interpretation of agreements. Advised unions and employees on state and federal labor and employment law. Represented unions and employees in arbitrations, veteran hearings, unemployment hearings and before Minnesota District and Appellate Courts, the National Labor Relations Board and the Bureau of Mediation Services.

Issues

Interest and Grievance Arbitration including but not limited to the following issues: Arbitrability, Discipline and Discharge, Sick Leave, Vacation Leave, Holidays, Discrimination (Race, Disability, Gender, Age), Sexual, Religious, Racial and Disability Harassment, FLSA, Overtime, Hours of Work, HIPPA, Wages, Management Rights, Union Security, Job Postings, Promotion, Bargaining Unit Work, Layoffs, Pay Equity, Past Practice, FMLA, Drug and Alcohol, ADA, Compensatory Time, Out of Class Work, Educational Privacy, Involuntary Leave, Health Insurance, Absenteeism, Retiree Health Insurance, Transfers, Funeral Leave, Longevity, Probation,

Savings Clause, Seniority, Shift Differential, Uniform Allowance, Worker's Compensation, Weingarten, Subcontracting/Contracting Out, Sick Leave, Job Performance and Educational Effectiveness.

Fees

1. Per Diem Fee: A basic per diem fee for both grievance and interest arbitration is charged at the rate of \$1000.00 for each day of hearing, study, or writing. The full per diem fee is charged for all hearing days. Study, research, writing, travel or pre-hearing conferences which do not take a full day are pro-rated accordingly.
2. Docketing Fee: Arbitrator does not charge a docketing fee.
3. Expenses: Arbitrator charges for reasonable expenses. All travel expenses involving hotel, meals, cabs, etc., will be billed from 9900 Hudson Boulevard, Duluth, MN 55808 unless the arbitrator departs from a Twin Cities location for a hearing close to a Twin Cities address. Car mileage for personal car is billed at the IRS rate. Actual costs of copying, postage, etc. are charged.
4. Travel Time: Travel which occurs outside the actual day of hearing is pro-rated at the per diem rate.
5. Cancellation Fee: A cancellation fee of \$1000 will be charged for any scheduled hearing date cancelled twenty-one calendar days or less before the hearing.

Available for in person or virtual hearings. Uses Zoom. Willing to use other platforms supplied by the parties.

June 2025