

**Email:** [adrduluth@gmail.com](mailto:adrduluth@gmail.com)

**Occupation:**

**First Business Address:**

4107 West Tischer Road  
Duluth, MN 55804  
Phone: (218) 349-3602

**PROFESSIONAL AFFILIATIONS:**

**EDUCATION:**

Bachelor of Arts, Psychology (1973)

Masters in Business Administration (2005)

Participated in arbitration and mediation training through the George Meaney Center, Federal Mediation and Conciliation Services and the Minnesota Bureau of Mediation Services.

Attended Northland Mediation 30 hour Family Law training October of 2002 and the 30 hour Civil Law training October of 2003.

Continued to meet the education requirements of the Minnesota Supreme Court to remain on its roster.

2007 completed the Minnesota Bureau of Mediation Internship prior to appointment on the BMS Arbitration Roster.

2009 completed the Federal Mediation and Conciliation Service Arbitrator Training.

**CERTIFICATIONS:**

Past Minnesota Supreme Court Roster under Rule 114

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

Self Employed – ADR Duluth (1/03 to present)

Mediator and arbitrator listed on the Minnesota Supreme Court Roster under Rule 114 providing services for family and civil law.

Arbitrator listed on the Minnesota Bureau of Mediation Services roster with awards in the public and medical sectors.

Executive Director of Lake Superior Area Labor Management Association (1/07 to 7/09) a not for profit neutral association of Labor and Management Representatives.

Organized and trained committee members for Union and Management to create, operate and support the use of labor management committees in the use of alternative dispute tools in resolving conflict.

Business Representative (7/74 to 5/81; 1/92 to 12/02 Retired); AFSCME Arrowhead District Council 96, Duluth, MN; **Director** (2/84 to 1/92); AFSCME Arrowhead District Council 96, Duluth, MN

Served as a member of many board of directors and commissions for public financing, sanitary district, city charter commission, not for profit agencies, and labor management association.

Negotiated collective bargaining agreements in the public and not for profit sector for a broad area of job classifications including professional, supervisors, construction maintenance, public utility, public health, clerical and medical facilities.

Processed grievances including mediation and arbitration.

Created joint apprenticeship programs through the State of Minnesota.

Experience with pension and benefit plans.

Worked with the Americans with Disabilities Act, Family and Medical Leave Act, Federal Fair Labor Standards Act, Worker's Compensation Act, Unemployment Insurance, Public Employment Labor Relations Act, National Labor Relations Act, OSHA, MOSHA, Pipe Line Safety Act, Department of Transportation Rule and Regulation, Commercial Driver License Rules and Rules and Regulations concerning hostile work environment and discrimination.

Participated in hundreds of mediation sessions during the collective bargaining process in twenty five years of employment.

Prepared and presented several hundred grievance and interest arbitrations during that same time period.

**INDUSTRIES:** Construction, Education, Electrical, Federal Sector-Grievance; Federal Sector-Interest; Health Care, Hotels/Motels/Casinos/Resorts, Hospital/Nursing Home, Lumber, Mining, Office Workers/Clerical, Plumbing, Police and Fire, Prison Guard, Public Sector-Grievance; Public Sector-Interest; Pulp and Paper, Real Estate, Refrigeration/HVAC, Restaurants, Transportation, Trucking and Storage, Utilities, Warehousing.

**ISSUES:** Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, FLSA, FMLA, Fringe Benefits: Bonus, Holidays, Insurance, Interest Arbitration, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Pension Claim (Fed. Statute-ERISA), Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Trustee Deadlocks; Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

#### **PERMANENT PANELS:**

#### **ARBITRATION ROSTERS:**

FMCS

State of Minnesota – BMS Panel

#### **PUBLISHED CASES: (Optional)**

#### **FEES:**

##### **PER DIEM:**

##### **DOCKETING FEE:**

##### **CANCELLATION FEE:**

**Grievance Arbitration:** \$1200.00 per day plus any actual incurred expenses. A day is any portion of time used up to eight (8) hours for hearing, travel, and study time, preparation and award deliberations. Any time exceeding eight (8) hours will be prorated on an hourly basis at the rate of \$150.00

**CANCELLATION POLICY:** If a hearing is cancelled within 14 days of the scheduled hearing date a one day fee will be charged of \$1200.00 plus out-of-pocket expenses associated with the scheduling.

**Interest Arbitration, Fact-finding and Labor Mediation: (Optional):** \$1200.00 per day plus any actual incurred expenses. A day is any of portion time used up to eight (8) hours for hearing, travel, and study time, preparation and award deliberations. Any time exceeding eight (8) hours will be prorated on an hourly basis at the rate of \$150.00

**Travel Time:** Travel time shall be limited to one day round trip except if air travel is not available. Otherwise travel time shall be charged at the hourly rate for actual driving time.

**EXPENSES:** Mileage will be charged at the IRS rate. Incurred expenses such as lodging, meals and office expenses will be charged at the billed rate.

**Hearings:** Arbitration Hearings maybe in person or virtual as agreed to by the parties.

11/24/23