

# **Steven R. Stromquist**

## **Labor Arbitrator**

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## **Education**

- University of Minnesota, Minneapolis, MN
  - Bachelor of Arts | Psychology, June 1977
- FMCS Institute “Becoming A Labor Arbitrator” (January 2020)
- Zoom training from NAA Video Task Force and Zoom training with NAA SWR (2020)
- NAA SWR Zoom Seminar Group (2020)
- FMCS Institute “Arbitrating in the Federal Sector” (2022)

## **Labor Relations Experience**

### **Labor Relations Specialist - USPS HQ, Washington, D.C. August 2015-July 2019 (retired)**

- HQ Labor Relations Specialist assigned to Collective Bargaining and Arbitration, HQ Labor Relations, at 475 L'Enfant Plaza, SW, Washington, D.C.
- Negotiated and managed regional labor arbitration panels with the national representatives of Postal labor unions.
- Negotiated and made contract offers to over 100 arbitrators nation-wide on behalf of the USPS.
- Assisted with the scheduling of national arbitrations.
- Represented the Postal Service at national and regional National Academy of Arbitrators meetings for the four years I was at Postal HQ.
- Member of USPS national contract negotiation teams negotiating with the National Association of Letter Carrier, the American Postal Workers Union, and the National Postal Professional Nurses.
- Reviewed and responded to USPS Area Labor Relations' requests for vacatur of arbitration awards.
- Summarized national arbitration decisions for dissemination to Managers, Area Labor Relations.
- Contract administrator for our labor agreements with the Operating Services Craft and the Material Services Craft, both represented by the APWU.
- Step 3 grievance negotiation and adjudication for the Operating Services Craft.
- Member HQ Threat Assessment Team.

## **Labor Relations Specialist – Northland District 1999-2013, Honolulu District 2013-2015**

Represented the USPS in labor disputes with the postal labor unions (American Postal Workers Union, National Association of Letter Carriers, National Rural Letter Carriers Association, National Postal Mail Handlers Union, National Professional Postal Nurses).

- Contract administration of Postal labor union contracts in Northland and Honolulu Districts.
- Grievance negotiations and decisions at Step 2 of the grievance/arbitration procedure.
- Contract negotiation of Local Memorandums of Understanding
  - Lead negotiator for USPS at local negotiations for Northland and Honolulu Districts.
- Training of USPS District management about labor relations and labor contracts.
- USPS advocate in many regional arbitrations in Northland and Honolulu Districts.
- Served as Acting District Manager, Labor Relations, Northland District.
- Northland District Reasonable Accommodation Committee Coordinator.
- Honolulu District Reasonable Accommodation Committee member.
- Honolulu District Threat Assessment Team member.
- Honolulu District Emergency Response Team member.

## **Arbitration Panel Appointments and Rosters**

Federal Mediation and Conciliation Service (FMCS) Labor Arbitration Roster

Minnesota Bureau of Mediation Services Arbitration Roster

State of Alaska Arbitration Roster

Postal Panels:

American Postal Workers Union

- California – 1 Regular Panel
- California – 3 Regular Panel
- Wisconsin Regular Panel
- Kansas-Missouri Regular and Expedited Panels
- Indiana Regular Panel
- Central Region Regular/Expedited Panels

National Postal Mail Handlers Union

- Minnesota/North Dakota Regular Panel

## National Association of Letter Carriers

- NALC Region 6/USPS Central Regular, Impasse, Expedited Panels – Michigan, Indiana

## Arbitration Mentors

Carl C. Bosland, Esq. (Labor Arbitrator)

Pilar Vaile, Esq. (Labor Arbitrator)

Christopher E. Miles, Esq. (Labor Arbitrator) – Mentor, Research and Writing Assistant

## Rates/Policies

Per Diem: \$1200 Per diem based on eight-hour day. Hearings over eight hours will be charged at an hourly rate of \$200/hour with any part of a half-hour over eight hours rounding up to the next half-hour increment.

Cancellation: \$1200 Cancellation of hearing greater than 28 days before scheduled date, no fee. Cancellation 28 to 15 days prior to hearing, cancellation fee half of per diem rate. Cancellation 14 days or less prior to hearing, cancellation fee of full per diem rate.

Expenses: Parties will reimburse arbitrator for all reasonable food, lodging, taxi or Uber, and miscellaneous expenses on days of travel and hearing.

Air Transportation: Parties will reimburse the cost of air travel to and from hearing or if POV, is used at the GSA mileage rate.

Travel Time: \$1200 Travel day of greater than 4 hours on days before and after hearing date charged at full per diem rate. Travel day 4 hours or less on the days before and after hearing date charged at one-half per diem rate.

Interest on Past-due Payments: Parties are responsible for remitting payment to the arbitrator within 30 days of receipt of written decision and award. Delinquent payment will be assessed a late fee charged at the rate of 20% APR starting on day 35 after receipt of award.

Virtual hearing capable. I have experience with Zoom and WebEx platforms. I prefer using the Zoom platform for arbitration hearings if in-person is not possible or desired. If the parties desire using a 3<sup>rd</sup> party like a court reporter service to facilitate the Zoom or WebEx arbitration, the parties will be responsible for the cost and arrangements. Documents to be used during the hearing should be provided to the Arbitrator and all parties prior to the hearing.