

FRED D. BUTLER

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Present Occupation: Arbitrator/Mediator

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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators
Industrial Research Relations Association
American Arbitration Association
Los Angeles Bar Association

American Bar Association
San Francisco Bar Assn
The Mediation Society

EDUCATION/TRAINING:

JD Law, University Of California, Hastings College of Law
MPA Public Administration, New York University, New York, NY
BA Public Policy, Rutgers University, New Brunswick, NJ

ARBITRATION:

National Judicial College, Reno, Nevada
International Chamber of Commerce
National Academy of Arbitrators/FMCS
American Arbitration Association
Union Pacific Railroad/United Transportation Union

CERTIFICATIONS:

Law: State of California
U.S. District Court, Northern California
Ninth Circuit Court of Appeals, California

ARBITRATION/LABOR RELATIONS EXPERIENCE:

American Arbitration Association, Employment Arbitration & Mediation Panel, San Francisco, CA; U.S. Postal Service/American Postal Workers Union Arbitration Panel; State Mediation & Conciliation Service, California; Solano County California Superior Court Arbitration Panel; Alameda County Bar Association Arbitration & Mediation Panel; San Mateo County Bar Association Arbitration & Mediation Panel; Kaiser-Permanente Arbitration Panel, Los Angeles, CA; NASDR Arbitration & Mediation Panel, San Francisco, CA; Diverse ADR, Arbitration & Mediation Panel; U.S. Department of Justice & Keybridge Foundation, Arlington, VA; U.S. Equal Employment Opportunity Commission (EEOC) Mediation Panel; Center for Employment Dispute Resolution, Chicago, Illinois; U.S. Forest Service Agency, Washington DC; U.S. Farm Service Agency, Washington D.C.; University of California at San Francisco.

INDUSTRIES:

Airlines; Agricultural; Banking; Construction; Education; Federal Sector; Health Care; Hotels/Motels, Casinos/Resorts; Hospitals/Nursing Homes; Local Govt; Office Workers/Clerical; Organizations; Police and Fire; Prison Guard; Private Sector Grv; Public Sector Grv; Real Estate; Restaurants; Retail Stores; Sports; Trucking & Storage; Utilities.

ISSUES:

Affirmative Action; Absenteeism; Arbitrability; Bargaining Unit Work; Civil Rights; Conduct (off-duty/Personal); Commissions; Contest; Discipline(non-discharge); Discipline (discharge); Discrimination- age, disability, race, sex, religion national origin; Drug/Alcohol Offenses; Fair Labor Standards (FLSA), Family Medical Leave(FMLA); Fringe Benefits-bonus, holidays, leave, vacation; Health /Hospitalization; Hiring Practices; Insubordination; Job Evaluations; Job Posting/Bidding; Jurisdictional Dispute; Layoffs/Bumping Recall; Management Rights; Past Practices; Performance Appraisals; Promotion; Retirement; Safety/Health conditions; Seniority; Sexual Harassment; Sick Leave; Wages-(cost of living pay, holiday pay; incentive pay, job classification & rates, merit pay, overtime pay, severance pay, vacation pay); Work Hrs/Schedule/Assignment; Work Performance; Working Conditions/Work Orders; Violence or Threats;

PERMANENT PANELS:

U.S. Postal Service/American .Postal .Workers .Union
San Francisco Civil Service Commission
United Mine Workers of America & Bituminous Coal Operators Association
Bay Area Rapid Transit (BART) & ATU Local 1555
ATU Local 192 & MV Transportation
American Federation of State, County & Municipal Employees (AFSCME) & Oakland Unified School District
Railroad Public Law Board 7043
City and County of San Francisco Office of Labor Standards Enforcement
American Federation of Government Employees (AFGE) & Social Security Administration
TCI Brotherhood Railway Carmen Division & National Carriers Conference

ARBITRATION ROSTERS:

American Arbitration Association	National Mediation Board
National Assn of Railroad Referees	San Francisco Superior Court
Federal Mediation & Conciliation Services	San Mateo County Superior Court
California State Mediation & Conciliation Services	Solano County Superior Court
	Alameda County Superior Court

Grievance Arbitration: The fee is \$1500 per day for hearing and for research and preparation of the decision and award.

Interest Arbitration, Fact-Finding And Labor Mediation: \$1500 per day.

Travel Time: There is no charge for travel time on the day of the hearing. An amount equal to one half of the daily rate is charged for travel time to the hearing when travel is required the day before.

Expenses: Actual cost of reasonable expenses, including airfare, care rental, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate. Actual expenses for copying and toll phone charges.

Cancellation Policy/Fees: If the schedule hearing is cancelled with less than 30 days notice, the parties will be charged for one day of hearing.