

DR. RICHARD D. KIMBEL

Email: kimbell@att.net
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Present Occupation: Arbitrator, Mediator, Fact Finder

Business Address:

60901 Whispering Hill's Drive
South Bend, IN 46614
Phone: (574) 291-1296

CERTIFICATIONS:

AAA: American Arbitration Association; FMCS: Federal Mediation and Conciliation Service;
FINRA: National Association of Securities Dealers; NMB: National Mediation Board.

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Arbitrator 2001 to present. Thirty years experience in human resources and labor relations as an advocate for labor and management. This gives the unique perspective of looking at issues through the lens of one who has been on both sides of the table. Fully understand the collective bargaining agreement dispute mechanisms from the point of a DFR, to the interpretative disagreements of the CBA. I serve as an Arbitrator and /or Mediator for the following organizations: Indiana Continuing Legal Forum; American Arbitration Association (AAA); Federal Mediation & Conciliation Service (FMCS); National Association of Securities Dealers (FINRA); National Mediation Board (NMB); Council of Better Business Bureaus (CBBB).

ALTERNATE DISPUTE RESOLUTION TRAINING:

National Academy of Arbitrators Complex Public Education Issues, 2011; FMCS Arbitrator Symposium, 2011; CSX / UTU Railroad Arbitrator training, 2010; FMCS 2010, Arbitrator & Advocate Symposium; National Academy of Arbitrators, Due Process, 2009; AAA Arbitration Awards: Safeguarding, Deciding & Writing Awards (ACE001), 2009; FMCS, Arbitrator & Advocate Symposium, 2009-2011; AAA Labor Arbitrator II Workshop, 2008; FMCS, Professional Development, 2007; NASD Arbitrator Certification, 2007; FMCS, Professional Development, 2006; AAA Labor Arbitrator I, 2006; FMCS, Remedies in Arbitration, 2005; FMCS, Evidentiary Issues, 2004; FMCS, Practice Issues, 2003

SPECIALIZED TRAINING:

Complex Public Education Issues: FMCS - NAA—"Skills Enhancement Workshop", September 16, 2011.

PERMANENT PANELS:

American Federation of Government Employees & Social Security Administration

EDUCATION: Bethel College (B.S. Organizational Management, Magna Cum Laude; MBA, Business Administration); Nova Southeastern University (Doctorate in Business Administration : Management).

ISSUES: Federal Sector and Public Sector experienced. 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, Fringe Benefits: Bonus, Holidays, Insurance, 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), Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, 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.

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INDUSTRIES: All. Federal Sector and Public Sector experienced.

Per Diem Fee: \$1200.00

Expedited and Interest Arbitration: \$ 1500.00

Hearing day hours in excess of eight are prorated based on per diem rate as is the time for reviewing testimony, exhibits, and award preparation.

Expenses: Actual costs of reasonable expenses, including airfare, car rental, food and lodging. Arbitrator reserves the right to determine if overnight stay is necessary to insure the arbitrator's timely attendance at the hearing. Automobile mileage is charged at the applicable IRS rate.

Cancellation Policy: Once hearing date is set, in the event of postponement, withdrawal, or settlement with less than fourteen calendar days notice a per diem fee will be charged. Parties will be billed equally unless they mutually agree to other arrangements. Parties will be charged for any non-refundable expenses, such as airfare incurred after a hearing is scheduled.

Travel Time: Travel up to three hours duration, each way is not charged. Travel beyond three hours one way is charged at \$75.00 per hour.

N.B. All travel costs billed to and from hearing sites from closest office address.