

**PAUL GORDON, ESQ.**

**October, 2018**

**E-mail Address:** pgordonlaw7@gmail.com

**Present Occupation** Arbitrator and Attorney

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**Third Business Address:**  
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**PROFESSIONAL AFFILIATIONS:**

State Bar of Wisconsin – Former Labor and Employment Law Section Neutral Board Member  
National Association of Railroad Referees  
North Carolina Bar Association

**EDUCATION:**

JD Law Drake University Law School, 1979  
BA Political Science University of Wisconsin-Madison, 1976

**CERTIFICATIONS:**

Law: Wisconsin, 1981  
Iowa, 1979  
North Carolina 2018

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

Labor Arbitrator currently. Grievance Arbitration in private and public sectors. Interest arbitration.

Commissioner for the Wisconsin Employment Relations Commission from May, 2003 through September 2010. As a Commissioner I participated in the decision of labor law complaints, declaratory judgments, unit clarifications and related matters, writing occasional dissents and concurrences. I also heard and decided as a hearing officer, and on review as a Commissioner, numerous personnel appeals (state civil service). In addition to the duties as a Commissioner, I heard and wrote over 75 labor grievance arbitration awards on a wide range of issues and across several industries and the public sector. At the request of parties I mediated the resolution of several grievance arbitration cases before hearing. I also mediated to settlement or impasse numerous interest arbitration cases. I was frequently jointly requested by parties to serve as a grievance arbitrator or chosen from a panel of grievance arbitrators.

**INDUSTRIES:**

Building Products, Education, Food, Foundry, Health Care, Hospitals/Nursing Home, Metal Fabrication, Office Workers/Clerical, Police and Fire, Transportation, Trucking and Storage, Utilities, Warehousing, Manufacturing, Energy Research, Railroads.

**ISSUES:**

Arbitrability, Bargaining Unit Work, Discipline (non-discharge), Discipline (discharge), Holidays, Leave, Vacation, Grievance Mediation, Job Posting/Bidding, Layoffs/Bumping/Recall, Management Rights, Past Practice, Seniority, Subcontracting/Contracting Out, Union Security, Holiday Pay, Job Classification & Rates, Overtime Pay, Vacation Pay, Work Hours/Schedules/Work Orders, Violence or Threats, Retirement, Severance.

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**ARBITRATION ROSTERS:**

Federal Mediation and Conciliation Service, American Arbitration Association, National Mediation Board, Oregon ERB Panel of Arbitrators, Washington PERB Dispute Resolution Panel, University of Wisconsin Roster of Arbitrators/Hearing Officers.

**PUBLISHED CASES:**

All of my individual Grievance awards issued while a Commissioner are published on the State of Wisconsin, Wisconsin Employment Relations Commission Website as well as the State Bar of Wisconsin Website and through the State of Wisconsin Ultra Seek search engine. The Wisconsin Labor Law and Personnel Appeals decisions in which I participated as a Commissioner are also available through these sources. Published Minnesota Bureau of Mediation Services cases are available through the Minn. BMS website. Oregon cases are available through the Oregon Employment Relations Board.

**FEES: National Mediation Board**

For **National Mediation Board** Arbitrations, the Federal Government arbitration rate (\$630/case) when the Government is required to provide compensation for arbitration in the railroad industry.

**National Mediation Board:** Travel and Expenses will comply with the NMB's Travel Reimbursement Guidelines.

**INDIVIDUAL PER DIEM FEE:** \$1,500

**DOCKETING FEE:** -0- **CANCELLATION FEE:** (See below)

**Grievance Arbitration:** \$1,500 per 8-hour day. A hearing day is any portion of a day up to eight hours. Travel or hearing time in excess thereof prorated. One day minimum for hearing appearance. Study/writing time is prorated based on a \$1,500 per day per diem.

**Cancellation Policy:** A per diem fee is charged if a scheduled hearing is postponed, changed or cancelled 21 days or less before the scheduled hearing.

**Interest Arbitration, Fact-finding and Labor Mediation:** \$1,500 per 8-hour day as above.

**Travel Time:** Arbitrator charges per diem fee for any portion of a travel day up to eight hours. Fee is prorated for over eight hours.

**Expenses:** Actual reasonable costs of hotels, meals, airfare, car rental and travel is charged; mileage at IRS rate; postage and phone if extra-ordinary.

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