

KATHRYN A. VAN DAGENS

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(517) 381-1390 Fax: (517) 381-1391 kavandagens@gmail.com

PROFESSIONAL EXPERIENCE:

ATTORNEY - ARBITRATOR – MEDIATOR (1997 to present)

MEMBER, NATIONAL ACADEMY OF ARBITRATORS

Agency Rosters:

American Arbitration Association (Panel of Labor Arbitrators)
American Arbitration Association National Roster of (Employment) Neutrals
Federal Mediation and Conciliation Services (Panel of Labor Arbitrators)
Michigan Employment Relations Commission (Panel of Labor Arbitrators & Fact Finders Panel)
Michigan Dep't of Civil Service (Ad Hoc Hearing Officer)
National Mediation Board
Resolution Services Center of Central Michigan (Volunteer Mediator)

Labor-Management Arbitration Panels (Partial Listing):

Allegan Area Educational Service Agency and Educational Staff Assoc. of Allegan Intermediate MEA/NEA; Central Michigan University and Central Michigan University Faculty Association; Central Michigan University and Police Officers Association of Michigan; City of Grand Rapids and Assoc of Public Administrators of Grand Rapids; Clinton Township and Michigan AFSCME Council 25, Local 1103.13 (Appraisers); Grand Traverse County and Command Officers Assoc. of Mich.; Greektown Casino and United Auto Workers, Local 7777; Hurley Hospital and Michigan AFSCME Council 25, Local 825 (LPN Unit), Local 814 (Public Safety Unit), Local 2056 (X-Ray Techs Unit), and Local 1973 (Supervisory Unit); JCIM and United Auto Workers; The Kellogg Company and Local 3-6, BCTGM; State of Michigan and Michigan State Employees Association; State of Michigan and MPE/SEIU Local 517M (Scientific & Engineering Unit), Human Services Support (HSS) Unit, and MPE/UTEA Local 517M (Technical Unit); State of Michigan and United Auto Workers Local 6000; State of Michigan/Dep't of State Police and Michigan State Police Troopers Association; Warren Consolidated Schools and Michigan AFSCME Council 25; Wayne State University and WSU Chapter of AAUP-AFT, Local 6075; Western Michigan University & The Professional Instructors Organization, AFL-CIO

Compensation \$1000 Per Day

One full per diem for cancellation of hearing within 14 days of confirmed hearing date; one half per diem (\$500.00) for cancellation of hearing within 30 days of confirmed hearing date.

Experience as an Arbitrator in the following Industries: Aerospace, agriculture, automotive, bakery, banking, beverage, broadcasting, canning, coal, communications, construction, dairy, education, entertainment/arts, feed & fertilizer, food (manuf./proc./service), furniture, grain mill, health care, hotel/motels/casinos/resorts, hospital/nursing home, machinery, mining, nuclear energy, office workers/clerical, organizations, pharmaceuticals, police & fire, printing & publishing, prison guard, pulp & paper, real estate, restaurants, retail stores, transportation and trucking & storage, state and city government.

Experience as an Arbitrator with the following Issues: Affirmative action, absenteeism, arbitrability, bargaining unit work, conduct (off duty-personal), demotion, discipline (non-discharge), discipline (discharge), discrimination, (age, disability, race, sex, religion, national origin) drug/alcohol offenses, fringe benefits, grievance mediation, health/hospitalization, hiring practices, job performance, job posting/bidding, jurisdictional dispute, layoff/bumping/recall, management rights, past practices, pension & welfare plans, promotion, retirement, safety/health conditions, seniority, sexual harassment, strikes/work stoppages/slowdowns, subcontracting/contracting out, tenure/ reappointment, union security, wages (cost of living,

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holiday, incentive, job classification & rate, merit, overtime, severance, vacation pay), work hours/schedules/assignments, working conditions/work orders and violence or threats.

INSTRUCTOR-EDUCATOR:

MICHIGAN STATE UNIVERSITY-HUMAN RESOURCES EXECUTIVE EDUCATION

Employment Law: Applications in Human Resources and Resolving Grievances & Winning Arbitration Cases for Enhanced Performance

OAKLAND UNIVERSITY-HUMAN RESOURCES DEVELOPMENT PROGRAM

Employment Law & Regulations

MICHIGAN STATE UNIVERSITY-COLLEGE OF LAW

Employment Law, Labor Law, Public Sector Labor Law, Research and Writing

PRIVATE PRACTICE:

WHITE, PRZYBYLOWICZ, SCHNEIDER & BAIRD, P.C. 1988 to 1997

Representation of union, individual and management clients in all aspects of labor and employment law

FOSTER, SWIFT, COLLINS & COEY, P.C. 1986 to 1988

Representation of union, individual and management clients in labor and employment law

EDUCATION:

J. D. UNIVERSITY OF MICHIGAN LAW SCHOOL

B.A. MICHIGAN STATE UNIVERSITY (Journalism, with honor)

PROFESSIONAL ASSOCIATIONS AND RECENT ACTIVITIES:

Member, National Academy of Arbitrators, Managing Editor of *The Chronicle*

State Bar of Michigan, Labor and Employment Law Section (former member of Labor Council) and member of Alternative Dispute Resolution section

Member, American Arbitration Association

Member, Labor and Employment Relations Association (Past President of Mid-Michigan Chapter)

Speaker, Oakland University, Human Resources Development Program, *Human Resources Today*, November 2013

Panel Member, AAA Webinar: *Labor Arbitration Roadmap Series: Roadblocks, Bumps & Detours*, October 2013

Panel Member, SEIU HealthCare Michigan Steward Training, September 2013

Speaker, International Union, SPFPA, National Security Summit, *What an Arbitrator Wants You to Know*, August 2013

Presenter, AAA Webinar: *Solving the Puzzle of Just Cause*, April 2013

Co-Presenter, Mid-Michigan LERA, *Arbitrating Off-Duty Misconduct Cases*, April 2013

Speaker, Upper Peninsula Labor Management Council: *Inside an Arbitrator's Mind*, March 2013

Moderator, Central Ohio Arbitrator-Advocate Symposium: *How the Arbitrators Rule*, May 2012

Speaker, ICLE-Labor & Employment Law Institute: *The Limits of Arbitrator Jurisdiction*, April 2012

Panel Member, MSU School of Labor & Industrial Relations: Labor Unionists Employment Law Conference: *Facebook, Social Media, and Workplace Law: An Arbitrator's Perspective*, March 2012

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- Speaker, Upper Peninsula Labor Management Council: *Presenting Your Best Case in Arbitration*, March 2012
- Panel Member, AAA Webinar: *Arbitrating the Difficult Discharge Case*, March 2012
- Presenter, AAA Webinar: *Solving the Puzzle of Just Cause*, January, 2012
- Speaker, ICLE-Labor & Employment Law Institute: *When is there "Just Cause" for Discharge?* April 2011
- Presenter, AAA Webinar: *Solving the Puzzle of Just Cause*, February 2011
- Trainer, APWU Advanced Arbitration Training: *Arbitration Advocacy*, July 2010
- Speaker, AAA Lunch & Learn Series: *Effective Brief Writing in Labor Arbitration*, May 2010
- Speaker, ICLE-Labor & Employment Law Institute: *When is there "Just Cause" for Discharge?* April 2010
- Moderator & Symposium Planning Committee, FMCS Arbitrator's and Advocate's Symposium: *How the Arbitrators Rule*, April 2010
- Panel Member, AAA Webinar: *Arbitrating the Difficult Discharge Case*, March 2010
- Speaker, MSU School of Labor & Industrial Relations: Labor Unionists Employment Law Conference: *Sexual Harassment Issues in Traditional Arbitration*, Feb. 2010
- Panel Member, Labor and Employment Relations Association (Detroit Chapter): *Difficult Issues in Arbitration Cases*, Jan. 2010
- Panel Member, AAA Lunch & Learn Series: *Arbitrating the Difficult Discharge Case*, Aug. 2009
- Speaker, AAA Lunch & Learn Series: *Judicial Enforcement of Labor Arbitration Decisions*, June 2009
- Moderator and Symposium Planning Committee, FMCS Arbitrator's and Advocate's Symposium: *How the Arbitrators Rule*, April 2009
- Trainer, AAA Labor Advocacy I, October 2008
- Speaker, MSU School of Labor & Industrial Relations: Labor Unionists Employment Law Conference: *Sexual Harassment Issues in Traditional Arbitration*, Feb. 2008
- Panel Member, MEA Central Zone Staff Training: *Trends in Arbitration*, May 2007
- Speaker, Institute of Continuing Legal Education: *Inside the Mind of the Arbitrator*, April 2007
- Speaker, 2007 Labor Law Update Conference: *Duty to Bargain, Impasse & Other Bargaining Issues*, March 2007
- Panel Member, State Bar Labor and Employment Law Section Mid-Winter Meeting: *Leave of Absence Issues for the Unwary*, January 2007
- Trainer, UAW Local 6000: *The Grievance and Arbitration Process*, December 2006
- Panel Member, Labor Arbitration Institute: *Labor Law and Labor Arbitration*, August 2006
- Speaker, MSU School of Labor & Industrial Relations: Labor Unionists Employment Law Conference: *Sexual Harassment Issues in Traditional Arbitration*, Feb. 2006
- Speaker, Service Employees International Union State Steward Training: *The Role of Stewards in Helping the Arbitrator*, January 2006
- Trainer, Registered Nurses and Registered Pharmacists of Hurley Medical Center: *The Grievance and Arbitration Process*, November 2005
- Speaker, Joint Steward Training: State of Michigan And UAW Local 6000: *What Arbitrators Want you to know about Arbitration*, November 2005
- Panel Member, Federal Mediation and Conciliation Service Arbitrator's Symposium: *Remedies Challenges*, September 2005

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Speaker, South Central Human Resources Management Association: *Arbitration as an Alternative to Lawsuits*, June 2005

Panel Member, Institute of Continuing Legal Education: *Inside the Arbitrator's Mind*, April 2005

Speaker, Michigan State University School of Labor & Industrial Relations: Labor Unionists Labor Law Conference: *Union Access and Actions*, Feb. 2005

Panel Member, Labor Arbitration Institute, *Meet the Next Generation of Arbitrators*, Aug. 2004

Speaker, Michigan State University School of Labor & Industrial Relations: Labor Unionists Labor Law Conference: *Sexual Harassment Issues in Traditional Arbitration*, Feb. 2004