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January 20, 2012

Alternative Dispute Resolution Rosters

Member, American Arbitration Association Asbestos, Commercial, Employment and Labor Arbitration Panels and its Commercial, Employment and Labor Mediation Panels
Member, FINRA Mediation and Arbitration Panels
Hearing Officer, DART Authority Trial Board, Fiscal Year 2008-2010 term
Arbitrator, Coal Arbitration Services, District 22
Arbitrator, Federal Mediation and Conciliation Service
Arbitrator List of the Texas Workers' Compensation Commission
Arbitrator, American Health Lawyers Association ADR Panel.
Certified Mediator, International Mediation Institute
Certified Mediator, Texas Mediator Credentialing Association
Certified Independent Hearing Examiner, Texas Education Agency

Work History

Shareholder/Director, Hamilton & Hartsfield, P.C., 1994-current
Adjunct Professor, University North Texas, Fall 09-current
Shareholder/Director, Miller, Hiersche, Martens & Hayward, P.C., 1991-1993
Of Counsel, Miller, Hiersche, Martens & Hayward, P.C., 1988-1990
Associate General Counsel, TGI Friday's Inc., 1981-1988
Associate, Carrington, Coleman, Sloman & Blumenthal, 1977-1981
Briefing Attorney, Texas Supreme Court, 1976-1977
Ltjg., U.S.N.R., Judge Advocate General Corps, 1973-1976

Education

Texas A & M University (BA, Mathematics, summa cum laude-1973; BA, Philosophy, summa cum laude-1973)
Harvard Law School (JD-1976)

Issues:

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, Interest Arbitration, 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-ERISA), Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Trustee Deadlocks; 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.

Industries:

Airlines, Advertising, Automotive, Banking, Beverage, Broadcasting, Chemicals, Clothing, Communications, Construction, Distillery, Education, Electrical Equipment/Appliances, Electronics, Entertainment/Arts, Furniture, Health Care, Hotels/Motels/Casinos/Resorts, Hospital/Nursing Home, Machinery, Meat Packing, Metal Fabrication, Office Workers/Clerical, Organizations, Petroleum/Petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police and Fire, Printing and Publishing, Railroads, Real Estate, Refrigeration/HVAC, Restaurants, Retail Stores, Rubber/Tire, Sports, Textile, Transportation, Trucking and Storage, Upholstering, Utilities, Warehousing.

Professional Licenses

Admitted to the Bar: Texas, 1976; U.S. District Court: Northern, Eastern, and Western Districts of Texas, 1976; U.S. Court of Appeals, Fifth Circuit, 1995.

Professional Certifications

International Mediation Institute, Certified Mediator, 2009 to date
Texas Mediator Credentialing Association, Credentialed Mediator, 2004 to date
Texas Education Agency, Certified Hearing Examiner, 2009 to date

Professional Affiliations

Association of Attorney Mediators (Past President, North Texas Chapter)
College of the State Bar of Texas, 1991 to date
Dallas Bar Association
Dallas Bar Foundation, Life Fellow
Texas Bar Association
Texas Mediation Trainers Roundtable
Texas Bar Foundation, Fellow

Publications

Investigating Employee Conduct, West, 1988-2012
What Every Employer Should Be Doing about Sexual Harassment, Business & Legal Reports, 1997
Mediation in Texas, Association of Attorney Mediators, 1997
Employee Benefits: Compliance Made Simple, Business & Legal Reports, 1989

Speaking and Training Engagements

Grievance Processing, American Arbitration Association 2011
Winning in Arbitration: A Panel Discussion, Advanced Consumer and Commercial Law Course 2008
Arbitration Advocacy, AAA Arbitration Training 2005
How to Do Employment Arbitration Effectively & Efficiently National Academy of Arbitrators/Southwest Regional Conference 2005