

BERNARD T. HOLMES

FMCS-2976

Email Address: holmblaw@aol.com

Present Occupation: Arbitrator/Attorney

First Business Address:

1429 Lake James Drive
Virginia Beach, VA 23464
Phone: (757) 581-5587
Fax: (757) 424-6047

Second Business Address

c/o 12589 Larchmere Boulevard
Cleveland, OH 44120
Phone: (757) 581-5587
Fax: (757) 424-6047

PROFESSIONAL AFFILIATIONS:

Norfolk Portsmouth Bar Association
Southampton Roads Bar Association
Old Dominion Bar Association

EDUCATION:

JD, University of Virginia School of Law, 1977
M. Div., Practical Theology, Regent University
BS, Business Administration, Norfolk State University

CERTIFICATIONS:

Law Virginia 1977

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Has been a member of the FMCS Roster of arbitrators for over 26 years, hearing a variety of cases in numerous industries. Formerly a member of the American Arbitration Association; 1978 – 1981: Field Attorney, National Labor Relations Board; 1981 -1984: Assistant Deputy General Counsel, NYC Office of Municipal Labor Relations; Former Virginia Supreme Court Hearing Officer: Employment Disputes and Special Education; 1984 – Present: Arbitrator/Attorney. Taught college course: “Legal and Regulatory Environment of Business.” Served on several expedited arbitration panels.

SPECIALIZED TRAINING AND CERTIFICATION: Complex Public Education Issues: FMCS-NAA Skills Enhancement Workshop, September 16, 2011; Interest Arbitration (2011). Mediation Training – Virginia Supreme Court

INDUSTRIES:

Transportation, Hotel, Municipal Gov't., State Gov't., Federal Government, Bakery, Hospitals, Chemicals, Education, Office Workers/Clerical, Corrections, Police and Fire, Prison Guard, Trucking and Storage, Agriculture, Chemicals, Communications, Clothing, Health Care, Hotels/Motels/Casinos/resorts, Trucking and Storage, Real Estate, Construction, Restaurants, Shipbuilding/Dry Dock, Textile, Pharmaceuticals, Petroleum/Petrochemicals, Food, Railroads, Entertainment/Arts, Sports, Broadcasting, Automotive, Textile, Warehousing, Military and Utilities.

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, 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 and Portal-to-Portal.

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service
National Panel of Arbitrators – AFGE and Social Security Administration
New York City Office of Collective Bargaining
American Arbitration Association (former)
Virginia Supreme Court (former Hearing Officer)

PERMANENT PANELS:

National Panel of Arbitrators for AFGE and Social Security Administration (covering
Entire States of Maryland and Virginia, and Washington, District of Columbia)
New York City Transit Authority (former)

Interest Arbitration, Fact-finding and Labor Mediation: Arbitrator charges \$2,000 per day (for up to 8 hours). Time for research and preparation is prorated at \$200.00/hour.

FEE STATEMENT:

The fee is **\$900.00** per day for hearing, and for research and preparation of decision. A hearing day is any portion of a day up to six hours. Time for research and preparation is prorated.

Expenses: Neutral charges actual cost of reasonable expenses, including airfare, car rental, food and lodging from nearest business address. Automobile mileage is charged at the applicable IRS expense rate.

Neutral charges actual expenses for copying, phone, postage and clerical.

Travel Time: Neutral charges per diem fee of \$900.00 for any portion of a travel day up to six hours.

Cancellation Policy: A cancellation fee of \$900.00 per scheduled hearing date(s) is charged if the parties cancel or continue a hearing within 30 calendar days of the scheduled date(s) or if a continuance is granted from the scheduled hearing date(s) and the case is ultimately resolved without hearing.