

**Thomas G. Humphries**  
**Arbitrator**

Biographical Sketch

OCCUPATION

Professor and Labor Arbitrator

GENERAL EXPERIENCE

Labor Arbitration and Mediation: 1984-Present

Professor, Labor-Management Studies and Conflict Resolution: 1978-Present, Florida

International University (division of Florida University System), Miami, Florida

Industrial Training/Apprenticeship Curriculum Design and Evaluation: 1972-1978,  
Erie, Pennsylvania

PERMANENT PANELS

AAA, FMCS, NMB, Miami-Dade County / 8 Unions, Palm Beach County/IAFF Drug  
Test, Broward Sheriff/PBA, Tartan Industries/UNITE, Florida University System/UFF  
Grievance Mediation, Broward County/General Employees Federation, Florida Power &  
Light/IBEW System Council, Miami Port Authority

CASE ISSUES EXPERIENCE

Light Duty, Drug and Alcohol Testing, Discharge, Insubordination, Seniority, Workplace  
Safety, Rate of Pay, Job Posting/Bidding, Demotion, Jurisdiction, Layoff and Recall,  
Work and Shift Assignment, Union Business, Performance Evaluations, Crossing  
Crafts, Construction Hiring Hall, Transfer, Discrimination, Sexual Harassment, Job  
Abandonment, Nepotism, Overtime

INDUSTRIES

Federal Sector (Defense, Customs, VA, Corrections), Chemical, Construction,  
Education, Pulp and Paper, Food Processing and Distribution, Retail, Nursing Home,  
Hotel and Restaurant, Hospital, Airport Authority, Railroad, Postal (Local Modified  
Panel), Textile, Trucking, Local and County Government (Police, Fire, General  
Employees), Transit, Office and Professional, Steel

EDUCATION

BS, Sociology

MS, Human Resource Training and Development

FEES CHARGED

Per Diem: \$750.00

Cancellation Fees (less than 15 days): 1 Day

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