

## **Lawrence E. Little**

PO Box 778, Tracyton, WA 98393  
Voice: 360-830-3595; Fax: 360-830-3596  
E-mail: lawrencelittle@wavecable.com

### Education:

Bellevue High School, Bellevue, WA  
Princeton University, AB, Politics  
Oxford University - Independent Study on Scholarship  
University of Maryland School of Law, JD

### Teaching:

Labor Law - City University - Silverdale, WA.

### Active Panels as Neutral:

Federal Mediation and Conciliation Service (FMCS)  
Arbitrator

Since I completed their one week training and was admitted to their roster in 2006, I have received about fifteen grievance arbitration appointments and held arbitration hearings in Washington, California, and Montana. The hearings have primarily involved issues of job posting/bidding, bargaining unit work, arbitrability, management rights, work hours, past practice and discharge. I have also been appointed to the FAA's PreArbitration Review (PAR) panel for the FAA's Alaska Region and have conducted my first PAR in Anchorage in March of 2011.

American Arbitration Association (AAA) - Arbitrator

Since I was admitted to their labor arbitration panel in 2009, I have received several appointments, and have hearings scheduled.

Mandatory Arbitration Rules (MAR) Arbitrator  
Kitsap, King, Pierce, Mason, Snohomish and Thurston  
counties in Washington State

Since the mid-1980s I have heard as a sole arbitrator over 200 cases under the MAR delegation from the noted superior courts. The distribution of the caseload has been approximately 25% personal injury; 25% landlord-tenant; 25% employment; 25% miscellaneous.

Financial Industry Regulatory Authority (FINRA) Arbitrator & Mediator (formerly National Association of Securities Dealers (NASD))

Since 1999 I have heard about fifteen cases, some through to motions or preliminary restraining orders, some through to 2-5 day hearing in Washington or Alaska. I serve as a member of a three arbitrator panel, often as panel chair. The caseload distribution has been approximately: 75% customer suitability complaints; 25% brokerage firm verses other firm/former employees.

Judge Pro Tem - Pierce County Superior Court, Tacoma, WA

Since 2005 I have served this court for an average of about three weeks a year over the first three years, handling solely a civil calendar of motions, settlement conferences and trials. My trials have been 2-4 day bench trials involving primarily domestic and business disputes. Since 2008 due to severe budget constraints, the program has been limited to acting as settlement mediators without compensation. My settlement conference caseload over the years distributes as follows: domestic matters 50%; business disputes 25%; miscellaneous 25%.

#### Other Panels

- American Arbitration Association (AAA) (Employment Panel), Arbitrator
- Public Employee Relations Commission (PERC) (Washington State), & Montana and California's labor panels, Arbitrator
- United States District Court for the Western District of Washington, Mediator

Professional Practice History:

Legal Aid Intern Attorney - Baltimore City - 1972-1973

While a legal aide intern attorney I handled several employment matters for indigent clients in Baltimore. I would estimate that I spent about six months engaged in such work as part of about two years working part-time for legal aide.

Associate and Trial Counsel - Skeel, McKelvy, et al & Foster, Pepper, Riviera - Seattle - 1973-1975

While with those two law firms in Seattle in the mid-1970s I would estimate that I spent about six months engaged significantly in labor matters. While with the Skeel firm engaged in railroad crossing case work on behalf of the Union Pacific Railroad.

Northwest Area Regional Counsel, US Navy Office of General Counsel - 1975 until retirement in 2003

From 1975 until I retired in 2003, I was a Regional Counsel for the US Navy's Office of the General Counsel's (OGC) in the Northwest with responsibilities from time to time for virtually all the Naval activities in the Northwest and for one in Oakland, California. They permitted me to have a concurrent private practice, which I did for almost all the years. Some of the activities, including the Puget Sound Naval Shipyard had at one time during the time I represented them over 10,000 civilian, civil service employees (the second largest industrial facility in Washington State, after Boeing) and several unions. At one point in the 1980s the office I supervised represented activities employing over 15,000 employees, handling their labor, employment and EEO matters. Although I had studied labor law and had the background I described above, I offered to teach labor law at a local college. I brought in to help me teach my friend and union counterpart (Wayne Crabtree (now deceased) of the American Federation of Government Employees

(AFGE)) with whom I had had extensive experience sitting at the table on the other side bargaining a contract between the AFGE and one of my Navy client activities—about a six month process. Especially during the 1990s when “partnership” between the government employee unions and the Naval activities was the byword, I worked closely with the AFGE to address contracting out concerns. My office offered advice in all labor matters from handling ULPs, grievances at all levels, and litigation. I personally handled cases ranging from environmental pay arbitrations to cases before the FLRA, MSPB and EEOC.

Of Counsel - Ellis, Wecker & Hunko - Silverdale - 1979-1982

Private law practice - Silverdale - 1976-79, 1982-95

While most of my private law practice in those years was domestic relations, for several years virtually my entire practice was representing a Canadian firm that ran jetfoil boats between Seattle and Vancouver and Victoria, BC. During that time for them I frequently worked on labor, employment and immigration issues.

Partner - Kitsap Mediation 1988-1991

Consultant - Olympic Cascade Services, Inc.

From my Navy OGC retirement in 2003, and until its start-up two years later I was one of the two leading people in the firm which now has most of the food service on the Washington State Ferries (WSF) and employs about 75 union employees. As such I was personally involved at the table for each session negotiating the labor contract with the Inland Boatman's Union (IBU) over the course of 18 months and about 25 sessions (including all-night sessions). In addition I helped negotiate an agreement for the same firm with the Teamsters and later with the WSF.

Military:

US Army Corps of Engineers (draftee) 1968-1970

Community:

Member, Central Kitsap School Board 1977-1981

I served on this school board and was President in 1981. During those years we had extensive negotiations (sometimes all night) at the bargaining table with the Washington Education Association (WEA). We had a one week strike in 1978. My subsequent year as President of the Board involved extensive working with the WEA, and together we accomplished a great deal of successful bridge-building in a school district with then two high schools, three junior highs and about 15 elementary schools.

Youth Soccer Coach 1982-1993

Volunteer, Adolescent Treatment Center 1988-1989

Member of the Board/Volunteer, Central Kitsap Food Bank  
2003-2008

Kitsap Sun Editorial Board - calendar year 2006

I currently write a column for this daily Scripps newspaper in the Seattle area. I write them every two weeks--total to date of about 110.

Birkenfeld Trust/Seattle Foundation/ Advisory Committee  
2006-present

Personal:

Married to Kathryn Sankus Little, children and  
Grandchildren

4-25-2011