

WILLIAM W. LOWE
Arbitration Resume – January 11, 2012

PRESENT OCCUPATION: Arbitrator/Mediator/Fact Finder

BUSINESS ADDRESS:

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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators (NAA); American Arbitration Association (AAA); Federal Mediation and Conciliation Service (FMCS); National Mediation Board (NMB); Association for Conflict Resolution (ACR - Advanced Practitioner); Labor & Employment Relations Association (LERA – Philadelphia, Harrisburg & Baltimore chapters; President, Central PA Chapter, 2011); Pennsylvania Bureau of Mediation; Pennsylvania Labor Relations Board; Delaware Public Employee Relations Board (PERB), New Jersey Public Employee Relations Commission (PERC), New Jersey State Board of Mediation and Financial Industry Regulatory Authority (FINRA)

EDUCATION:

George Washington University, Washington, DC, MS, Personnel and Labor Relations, 1980
Dickinson College, Carlisle, PA, BA, Political Science, 1967

CERTIFICATIONS:

Mediation, MD; Maryland Institute for the Continuing Professional Education of Lawyers (MICPEL), 2000

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1980 – Present: Arbitrator. Arbitrate labor cases in both public and private sectors (see industries and issues below) for the Federal Mediation and Conciliation Service (FMCS), American Arbitration Association (AAA), National Mediation Board (NMB); Pennsylvania Bureau of Mediation; Pennsylvania Labor Relations Board; other state and independent agencies, and FINRA.

1985 – 2002: Human Resources Director. Served as HR Director for US Army Corps of Engineers, Baltimore District (1985) and as HR Director and/or Deputy Director, at the U.S. Army, Aberdeen Proving Ground, MD (1985 – 2002) responsible for full scope of personnel management activities to include grievance adjudication, ULP handling, labor negotiations, contract administration and arbitrations for a workforce of 10,000+ civilian employees.

1972 – 1984: Labor Relations Specialist, U.S. Army Aberdeen Proving Ground, MD. Chief management negotiator on collective bargaining agreements. Performed all associated labor relations activities in regard to contract administration, union complaints, grievances, arbitrations, ULPs, bargaining unit determinations, etc. for twelve different bargaining units - the largest with 1500 bargaining unit employees. Served as a management advocate in arbitrations, ULPs, Merit System Protection Board appeals, and classification complaints and appeals.

INDUSTRIES:

Automotive, Coal, Ceramic/Glass, Chemicals, Coal, Construction/Building, Corrections, Education, Federal Government, Food Processing/Processing/Service, Foundry, Health Care/Hospital, Hotels/Motels/Casinos/Resorts/, Insurance, Local Government, Manufacturing, Mining, Office/Clerical, Plumbing/Plumbing Fixtures, Police/Fire, Restaurants, Securities, Service Industry, Teachers, Transportation, State Government, Steel, and Stone/Quarry.

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ISSUES:

Absence/Leave, Arbitrability, Assignment of Work, Bargaining Unit Work, Call-in/Call-Back; Classification; Compensatory Time, Conduct, Contract Interpretation/Application; Crew Size, Discharge/Discipline, Demotion, Discrimination, Dishonesty/Theft, Environmental Issues, Fights/Altercations, Fringe Benefits, Grievance/Mediation, Health/Welfare, Hiring, Holiday Pay, Incentive Pay, Incompetency/ Inefficiency, Insubordination, Insurance, Interest Arbitration; Job Evaluation/Audit, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Negligence/Carelessness, Official Time, Overtime, Past Practice, Pay Rates, Pensions/Welfare Plans, Performance, Personal Conduct, Premium Pay, Promotion, Safety/Health, Seniority, Severance Pay, Shift Assignment/Work Schedules, Sick Time/Pay, Subcontracting/Contracting Out, Training, Transfers/Reassignments, Union Security, Vacancies, Vacations/Vacation Pay, Wages, Work Performance/Appraisal, Work Rules

PERMANENT PANELS:

Pennsylvania State Troopers Association & Commonwealth of PA, Contract Interpretation Panel, (2003-Present)
AFSCME & Commonwealth of PA, Classification Panel, (2004-Present)
AFSCME & PA State System of Higher Education, Joint State Committee, (2011-Present)
AFSCME & Commonwealth of PA, State Committee for AGP, (2010-Present)
Social Security Administration (SSA) & American Federation of Government Employees (AFGE) (2005-Present)
HQ, XVIII Airborne Corps & Ft. Bragg, NC & AFGE, Local 1770, (2008-Present)
New Jersey Public Employee Relations Commission (PERC), Special Disciplinary Panel (2009-Present)
United Mine Workers of America, District 2 & Reading Anthracite (1999-Present)
United Mine Workers of America & Bituminous Coal Operators' Association (BCOA), District 2 (2008-Present)
I.A.M. & A. W., Local Lodge 656 & Bayer CropScience Institute, WV Site, Permanent Panel, (2011-Present)
Willow Grove Naval Air Station & NAGE (2006-Present)
Pennsylvania State Corrections Officers Association & Commonwealth of PA (2002-2005)

ARBITRATION ROSTERS:

American Arbitration Association; Federal Mediation and Conciliation Service; National Mediation Board; Pennsylvania Bureau of Mediation; Pennsylvania Labor Relations Board; New Jersey Public Employee Relations Commission; New Jersey State Board of Mediation; Delaware Public Employee Relations Board; Social Security Administration; and FINRA

FEES and EXPENSES:

Grievance Arbitration: \$1500 Per Diem Fee for hearing, research and preparation of opinion and award.
Interest Arbitration: \$1500 Per Diem Fee for hearing, research and preparation of award.
Fact-Finding: \$1500 Per Diem for hearing and preparation of Fact-finding report.
Cancellation Policy: \$1500 Per Diem Fee if scheduled hearing is postponed/cancelled with notice of less than 20 business days prior to scheduled hearing.
Travel Time: May charge pro-rated per diem fee where travel cannot reasonably be completed on day of hearing.
Expenses: Actual cost of reasonable expenses, including automobile mileage at the applicable IRS rate, actual cost of airfare, taxi, car rental, and lodging, where appropriate and necessary.