### ARBITRATOR/MEDIATOR BIOGRAPHICAL SKETCH

**NAME:** Herman Torosian **MAILING ADDRESS:** 2516 Waukegan Rd.

Glenview, IL 60025

(also)

1745 Camelot Drive Madison, WI 53705

**DATE OF BIRTH:** January 26, 1941 (608) 231-2572

**EDUCATION:** Juris Doctor, University of Wisconsin Law School, 1967

Bachelor of Science – Economics, University of Wisconsin – Madison, 1963

OCCUPATION: Arbitrator/Mediator

PROFESSIONAL AFFILIATIONS: National Academy of Arbitrators, Past President – Association of Labor Relations Agencies, State Bar of Wisconsin, Panel member: FMCS, Iowa PERB, Minnesota Bureau of Mediation, Montana Board of Personnel Appeals, Virgin Islands PERB, Oregon ERB, Los Angeles City Employee Relations Board, State of Illinois, New Jersey State Board of Mediation, National Mediation Board, and Wisconsin Employment Relations Commission.

WORK HISTORY: January 1975 – April 1996 – Commissioner, Wisconsin Employment Relations

Commission. Appointed by Governors Patrick J. Lucey, Lee Sherman Dreyfus, Anthony S. Earl and Tommy G. Thompson. Chairman March 1983 – March

1987

February 1967 – January 1975 – Staff Member, Wisconsin Employment Relations Commission; served in capacity of mediator, arbitrator and trial

examiner

**EXPERIENCE:** 

### General

Have mediated approximately 800 disputes, arbitrated approximately 800 disputes, and issued and/or reviewed approximately 1,900 unfair labor practice, declaratory ruling and election cases

## **Private Sector Industries**

Agriculture, bakery, coal, communications, construction, dairy, distillery, education, electrical equipment, feed and fertilizer, foundry, lumber, machinery, manufacturing, metal fabrications, printing and publishing, ship building and drydock, stone, textile, trucking and storage, packaging and health care.

# **Public Sector Employment Settings**

Public School K-12 and VTAE Districts teachers and non-professional employees, secretaries, custodians, food service workers and school bus drivers, county and social workers in social service departments and health care facilities, law enforcement, firefighter, courthouse, water, electric and sewerage utilities, library and city hall employees, clerical, sanitation, highway and street employees, state professional, technical, blue collar and clerical and health care employees

#### Issues

Absenteeism, alcohol and drug abuse, arbitrability, work assignment, bargaining unit work, discharge, discipline, health and welfare, holidays and holiday pay, incentive rates/standards, job class, job posting and bidding, layoff, bumping and recall, management rights, overtime, past practice, rate of pay, strike or lockout, subcontracting, transfers

## FEE AND EXPENSE PRACTICE:

\$1000 per eight (8) hour day or any part thereof spent in hearing, mediation, inclusive of travel to and from hearing site (a minimum one-day charge for hearing days). Preparation of award at pro-rata per diem rate.

Cancellation - \$1000 when hearing (including postponements) is cancelled within 14 days of hearing

Travel - All expenses, IRS rate per mile for use of personal automobile

Other - Word Processing costs