

E-mail: WilliamsArb@aol.com

Present Occupation: Mediator/Arbitrator/Attorney

First Business Address:

1204 Creekwood Lane
Longview, TX 76502
Phone: (903) 753-6184
Fax: (903) 753-1088

Second Business Address:

380 LaRue Drive
Hernando, MS 38632
Phone: (662) 429-3399
Fax: (662) 429-3399 or (903) 753-1088

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators
American Arbitration Association Labor Panel
Federal Mediation & Conciliation Board Labor Panel
Association for Conflict Resolution

Bar Association of the Fifth Circuit
Texas Bar Association
Industrial Relations Research Association

EDUCATION:

JD Law Texas Tech University, 1970
BA Economics Texas Technological College, 1964

CERTIFICATIONS:

Law Texas 1971
Mediator Texas 1999

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1994 - Present: Arbitrator. Arbitrate labor, commercial and employment cases (see industries and issues below) for FMCS and AAA. **1983 to 1994-** Sole Practitioner/Sparks & Williams, Commercial Litigation, Consulted and Drafted Employment Contracts, Labor Agreements, Litigated in State and Federal Courts in Employment, Tax, and Civil Disputes, Organized Corporations, Limited Partnerships, and LLC, represented corporations in EEOC, FLSA, and State employment disputes. **198 to 1983,** served as Municipal Judge. **1981-1982:** General Counsel for Basin, Inc. and Texas Refining Cos. including litigation and consulting including EEOC litigation, taxation litigation, labor relations matters, easements, rights of way, oil and gas production, administering personnel policies and taxation structuring in state and federal courts. **1978-1981,** Private Practice of Law, including representation of individuals and unions in labor matters, including wage and hour matters, Landrum-Griffin Matters, and Class Actions under Title VI cases in Federal District Courts. **1975-1978,** United States Magistrate Judge for the Western District of Texas. **1974 to 1975,** Served as the County Attorney in Crane County, Texas. **1973 to 1974,** Served as the First Assistant District Attorney in Ector County, Texas. **1971 to 1972,** Served as Assistant District Attorney for Lubbock County, Texas.

INDUSTRIES:

Bakery, banking, beverage, building products, chemicals, construction, education, feed & fertilizer, health care, lumber, nursing homes, machinery, maritime, office workers and clerical organizations, petroleum/petrochemicals, police and firefighters.

ISSUES:

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct (Off-Duty)/Personal; Demotion; Discipline (Discharge), Disability Discrimination, Race discrimination, Sex Discrimination, Drug/ Alcohol Offenses, Grievance Mediation; Health/Hospitalization, Job Performance, Job Posting/Bidding, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Promotion. Retirement; Safety/Health Conditions, Seniority, Sexual Harassment, Strikes., Work Stoppages, Slowdowns; Subcontracting/Contracting Out, Cost-of-living Pay, Holiday Pay, Incentive Pay, Job Classification.

PERMANENT PANELS:

Houston Police Organization Union
Ft. Worth Police
Arlington Disciplinary Appeal Board
United Steelworkers Labor Panel

ARBITRATION ROSTERS:

American Arbitration Associations
Federal Mediation and Conciliation Service

PUBLISHED CASES:

Labor Award Reporter, Vol. 31, No. 1, Case No. 5724 (January 2001); Labor Award Reporter, Vol. 31, No. 6, Case No. 5777 (June, 2001); Labor Award Reporter, Vol, 3 1, No- 10, Case No. 5814 (October 2001), Labor Award Reporter, Vol. 31, No. 1 1, Case No. 5925 (November 2001), Labor Award Reporter, Vol. 32, No. 6, Case No. 5896 (June 2002)

FEEES:

PER DIEM FEE: \$850 **DOCKETING FEE:** \$100; **CANCELLATION FEE:** (See Below)

Grievance Arbitration: \$850.00 per day for hearing, and for research and preparation of the opinion and award. A hearing day is any portion of a day up to seven hours. Time for research and preparation is prorated.

Cancellation Policy: If cancellation or postponement notice is less than 14 days, I charge for 1 day of hearing if the day cannot be replaced with another matter. If three or more days of hearing are scheduled, a 21 day notice is required.

Interest Arbitration, Fact-finding and Labor Mediation: Arbitrator charges \$1,000 per day (for up to 8 hours). Time for research and preparation is prorated at \$200.00/hour.

Travel Time: No charge for travel time of less than one half day and half time for travel time over half day, unless other arrangements can be made. Actual expenses are charged for travel, housing and administrative expenses related to hearing.

Detailed fee schedules will be forwarded to parties upon request immediately upon selection.