

Pilar Vaile, JD

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OCCUPATION

Attorney (JD), labor arbitrator, mediator, and certified administrative law judge (CALJ). *Currently providing in-person and videoconference hearings, as appropriate and agreed.*

EXPERIENCE

2010-Present. Private Neutral and Labor Arbitrator

2005-2010. Deputy Director & Hearing Examiner, NM Public Employee Labor Relations Board

2004-2005. Vice-Chair of the PELRB

2000-2004. Litigation associate with Youngdahl & Sadin, P.C. and successor firms (Plaintiffs' Railroad, labor, employment, and consumer class action Litigation Associate)

PROFESSIONAL LICENSES, CERTIFICATIONS & AFFILIATIONS:

California State Bar (2004)

New Mexico State Bar (2000) (inactive)

National Academy of Arbitrators (NAA, Member)

National Association of Hearing Examiners (NAHO) – Certified ALJ

EDUCATION

National Judicial College (NJC) –Judic. Development Certifs. in Admin. Law and Dispute Resol.
J.D. with Thesis Honors, University of New Mexico School of Law

B.A. *magna cum laude*, UNM

Ovey Comeaux High School, Lafayette, Louisiana

INDUSTRIES

Air Force, Army, DOD; Customs & Border Patrol; Bureau of Prisons; clerical; communications; construction/building trades; custodial trades; education—public and charter, primary and secondary, college and university; engineering trades—mechanical, electrical, chemical; food service; government sector—Federal, State, Municipal and County; health care/hospitals—VA and private sector; IRS; manufacturing; mining; oil/gas/petrochemical; Postal Service; prison/corrections; professional/paraprofessional personnel; public safety—police and fire; transportation; VA.

ISSUES

ADA and ADAA; Arbitrability; Back Pay Act; bargaining unit work; benefits (leave, insurance and pension); clothing/uniforms; conduct (off-duty/personal); conditions of employment; demotion; disability; discipline (discharge and non-discharge); discrimination (age, disability, race, nationality and gender); FLRA; hiring practices; interest or impasse arbitration; job posting, bidding and classification; jurisdiction disputes; management rights; MSPB; NLRA; official time; OSHA; pay (base, holiday, incentive/differential, overtime); past practices; performance appraisals; probationary status; promotion; Rehabilitation Act; public sector taxation and budgeting; representation petitions; retirement, DC and DB plans; safety/health conditions; scheduling; seniority; subcontracting/contracting out; ULPs; violence or threats in the work place; and vocational rehabilitation.

PUBLISHED AWARD(S)

IRS and NTEU, 114 LRP 41403 (Arb. Vaile, 2014), *aff'd* 115 LRP 41010 (FLRA).

ARBITRATION ROSTERS & PANELS:

American Arbitration Association (AAA)
Federal Mediation and Conciliation Service (FMCS)
National Mediation Board (NMB)
California Public Employment Relations Board
California State Mediation and Conciliation Service
D.C. Public Employee Relations Board
Illinois Educational Labor Relations Board
Michigan Employee Relations Commission
Montana Board of Personnel Appeals
Oregon Employment Relations Board
Washington Public Employment Relations Commission
Kirtland AFB and AFGE 214 Panel of Arbitrators
UFCW 1564 and Smith's & Albertson's Permanent Arbitrator Panels
Freeport McMoRan (AAA Priv. Employment Panel)

MILITARY SERVICE

Louisiana National Guard, Sergeant E-5, Legal and Personnel Specialist, 1990-1993.
U.S. Army (active), Specialist E-4, Legal Specialist, 1987-1990 (Ft. Gordon, GA).