

# CHARLENE MACMILLAN

## Labor Arbitrator

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Arbitrator MacMillan has worked in labor relations since 1994 and brings years of leadership in the public and private sectors to her work as a Labor Arbitrator. She possesses a wealth of practical experience in labor relations, having performed the roles of advisor, advocate, chief negotiator and liaison between employers and unions. She demonstrates a deep understanding of the labor-management relationship, and is skilled in interpretation, negotiation and administration of collective bargaining agreements.

Arbitrator MacMillan has developed and delivered training in collective bargaining and labor relations to management and labor advocates, and is herself trained and certified in arbitration, labor & employment law, contract law, and mediation. She is trusted by both labor and management for her integrity, fairness, competence, and professionalism.

In addition to permanent panel appointments in the federal, public and private sectors, she currently sits on the following labor arbitration panels:

- American Arbitration Association (AAA)
- Federal Mediation & Conciliation Service (FMCS)
- California State Mediation & Conciliation Service (CSMCS/PERB)
- Nevada Employee-Management Relations Board (EMRB)
- Oregon Employment Relations Board (ERB)
- Washington State Public Employment Relations Commission (PERC)

Available for in-person and remote hearings.

### **ISSUES**

Contract Administration & Interpretation · Classification · Compensation · Decision Bargaining · Effects Bargaining · Discipline · Discharge · Jurisdiction · Just Cause · Last-Chance Agreements · Layoff & Recall · Leaves · Performance Management · Policies · Random Drug Testing · Safety · Unfair Labor Practices · Wage & Hour

### **INDUSTRIES**

Automotive · Communications · Customer Service (incl. Call Center) · Education · Emergency Management · Energy · Engineering · Federal Sector · Healthcare · Human & Social Services · Information Technology · Law Enforcement · Land Use & Planning · Local Government · Oil & Gas · Public Administration · Public Health · Public Safety · Public Works · Retail · Securities · Transportation · Utilities

## **QUALIFICATIONS**

Masters, Public Administration (MPA)  
Business Management & Labor Law, City University, Tacoma, WA

Bachelor's, Business Administration (B Sc.)  
Human Resources Management, City University, Tacoma, WA

Federal Sector Arbitration Certification – FMCS, 2020  
Advanced Labor Arbitrator Certification – AAA, 2019  
Advanced Arbitrator Training, FINRA – 2017  
Arbitrator Certification, FINRA – 2016  
Becoming a Labor Arbitrator Certification (BALA), FMCS – 2015  
Certified Labor Relations Professional (CLRP), NPELRA – 2015  
Senior Professional in Human Resources (SPHR), HRCI – 2013  
Labor-Management Negotiations Workshop, FMCS – 2012  
Mediator Certification, King County ILCRG – 2010

## **PUBLICATIONS**

*Labor-Management Relations: A Handbook for Labor Relations Professionals* (2021)  
*The 7 Tests of Just Cause: Arbitral Standard or Labor-Management Tool?* (2016)

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## **FEE SCHEDULE**

Per diem: \$2,000

Cancellation or Continuance:

Once confirmed on my schedule, matters are subject to cancellation fees.

— Within 20 calendar days of hearing date: \$2,000 per hearing day scheduled  
— More than 20 calendar days prior to hearing date: \$1,000 per hearing day scheduled

Note:

Per diem rate applies to travel, study and award writing time, billed in half-day increments.

For hearings outside the Seattle area, reasonable travel expenses including airfare, hotel, meals, ground transportation, mileage, etc., will be billed for reimbursement at actual cost.

This fee schedule is reviewed periodically, and is subject to change. Fees in force at the time of my appointment will apply to initial hearing dates scheduled; subsequent dates may be charged at a higher rate.

Invoices are due on receipt. Unpaid invoices will be re-billed every thirty (30) days. The second and each subsequent re-billing of an invoice will be subject to a re-billing fee of \$200.00.