

**PAUL S. BETTS**  
Post Office Box 614  
Normal, IL 61761  
Phone: (309) 830-5951  
E-Mail: [bettsps@yahoo.com](mailto:bettsps@yahoo.com)

**Present Occupation:** Arbitrator, Fact-Finder

**EDUCATION:**

Master of Labor and Industrial Relations Michigan State University, 1986  
Bachelor of Science, Multidisciplinary Studies Michigan State University, 1985

**PROFESSIONAL AFFILIATIONS:**

National Association of Railroad Referees Labor & Employment Relations Association  
Society for Human Resource Management Association for Conflict Resolution  
Collaborative Solutions Institute

**ARBITRATION / LABOR RELATIONS EXPERIENCE:**

2000 – Present: **Arbitrator, Fact-Finder**

1987 – 2000: **Diamond-Star Motors (DSM):** DSM is a highly automated automotive manufacturing facility with 2,600 union represented employees and 550 salaried staff.

1997 – 2000: **Human Resources Manager** (Managed the Labor Relations, Personnel Administration, Benefits Administration & Compensation sections)

1996 – 1997: **Labor Relations Manager**

1992 – 1996: **Labor Relations Branch Manager**

1989 – 1992: **Senior Labor Relations Representative**

1987 – 1989: **Labor Relations Representative**

1985 – 1987: **Labor Relations Specialist, City of Lansing, MI:** Prepared and presented exhibits for interest arbitration hearings for municipal police, fire, and emergency dispatchers.

**PERMANENT PANELS:**

United States Postal Service / National Association of Letter Carriers  
Asarco Mining and various Unions

**ARBITRATION ROSTERS:**

Federal Mediation and Conciliation Services  
National Mediation Board  
Illinois Labor Relations Board  
Illinois Educational Labor Relations Board  
State of IL Universities Civil Service Merit Board  
Financial Industry Regulatory Authority (FINRA)  
McLean County Circuit Court, Mediation Panel (through Collaborative Solutions Institute)

**PUBLISHED CASES:**

Bureau of National Affairs, *Labor Arbitration Reports*: 120 LA 624, 125 LA 172, 130 LA 1086, 131 LA 536

Commerce Clearing House, *Labor Arbitration Awards*: 05-1 ARB 3092, 05-2 ARB 3186, 05-2 ARB 3292, 05-2 ARB 3348, 07-1 ARB 3766, 08-1 ARB 4241, 08-2 ARB 4301, 08-2 ARB 4358, 09-1 ARB 4570, 12-2 ARB 5601

Illinois Labor Relations Board: S-MA-10-285, S-MA-09-241

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**ARBITRATOR / MEDIATOR TRAINING:**

Railroad Arbitration Training for Arbitrators (32 Hours, through NMB)

Labor Arbitrator Training (16 Hours, through FMCS & ACR)

Labor Arbitrator Training (40 Hours, through FMCS)

Workplace Mediator Training (40 Hours, through FMCS)

Circuit Court Mediation Training (40 Hours, through Collaborative Solutions Institute)

**FEES:**

**PER DIEM FEE:**

\$1,350 for Grievance / Interest Arbitration, Mediation and Fact-Finding

The per diem fee is charged for each day of hearing, and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and award preparation is prorated.

**Postponement / Cancellation Policy:** A one-day per diem fee is charged for postponement or cancellation of each hearing date, unless notice of thirty or more calendar days is given. Any non-refundable cancellation fees associated with travel arrangements are charged to the parties.

**Expenses / Travel Time:** Charges are made for actual expenses, including airfare, car rental, food, lodging, parking, and tolls. Automobile mileage is charged at the applicable IRS expense rate. All travel time is prorated at the applicable per diem fee. No travel time is charged on a hearing day if the hearing time, plus travel time, total less than eight hours.

**Other:** Due to the current challenges posed by the Covid-19 pandemic, I have suspended my in-person arbitration practice until further notice. I am available for alternatives to an in-person hearing, such as a) Stipulated Record, b) Teleconference, or c) Videoconference via Zoom.