

# Matthew M. Franckiewicz

## Curriculum Vitae

### Pennsylvania Office

1789 S. Braddock Ave. - Suite 540  
Pittsburgh PA 15218  
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Cell: (412) 400-7709  
Fax: (412) 242-2200  
e-mail: [mattfranckiewicz@gmail.com](mailto:mattfranckiewicz@gmail.com)

### Ohio Office

9686 E. Bayside Road #4  
Lakeside- Marblehead OH 43440

## Education

Massachusetts Institute of Technology  
Cambridge, MA 02139  
S.B. Economics 1969

University of Chicago Law School  
Chicago, IL 60637  
J.D. 1973

## Professional Organizations

National Academy of Arbitrators (Region 8 Chair, 2005-2007; Member Board of Governors, 2015 - )  
Three Rivers Area Labor Management Committee

## Issues Arbitrated

absenteeism, alcohol & drug abuse, arbitrability, assignment of work, backpay computation, bargaining unit inclusion, bereavement, contracting out, crew rotation, demotion, discharge, discipline, discrimination, disqualification, dress code, drug testing, dues, effect of prior award, effect of prior settlement, external law, fair share fees, fighting, full time employment, funeral leave, grievance mediation, guaranteed workday, handicap discrimination, health & welfare, hiring, holiday compensation, hours, independent contractor status, injury pay, insubordination, interest arbitration, job classification, job evaluation, job posting & bidding, jurisdiction, last chance agreement, layoff, leaves of absence, longevity pay, management rights, mergers, out-of-classification pay, overtime pay, past practice, pensions, performance appraisals, personnel record contents, promotions, rate of pay, reassignments, red circle rate, reduction in hours, relocation, report pay, safety, seniority, severance pay, sexual harassment, shift preference, short term disability, sick leave, sickness & accident benefits, strike misconduct, subcontracting, super seniority, timeliness, training, transfers, Union business time, Union representation, vacations, wages, work performance, work stoppages, working conditions

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## Industries Served

aerospace, airlines, aluminum, autos & trucks, bakery, banking, beverages, brass & copper, broadcasting, canning, cement, chemicals, clerical, clothing, coal, colleges, communications, construction, defense, education, electrical equipment, engineering, entertainment, federal government, fire fighting, food, foundry, gaming, glass, health care, heating & ventilation, hotels, law enforcement, leather, local government, machinery, metal fabrication, mining, miscellaneous manufacturing, music, munitions, non-ferrous metals, nuclear energy, oil & gas, packaging, pharmaceuticals, plastics, plumbing, printing, public safety, public transit, pulp & paper; railroads, retail sales, rubber, service, state government, steel, telephone, textiles, transportation, trucking & storage, utilities, warehousing, waste management

## Arbitration Panels

American Arbitration Association  
Arbitration & Mediation Service  
Federal Mediation and Conciliation Service  
New Jersey Public Employment Relations Commission  
New York City Office of Collective Bargaining  
New York State Employment Relations Board  
Pennsylvania Bureau of Mediation

## Permanent Arbitration Panels (Past and Current)

AK Steel - UAW #3303  
Akron General Medical Ctr.- USWA #1014L  
Allegheny Energy - IBEW #2357  
Allegheny Energy - UWUA #102  
Amtrak - FOP Lodge 89  
Armstrong World Industries - Teamsters #175  
Bituminous Coal Operators Association - UMWA District 6  
Bituminous Coal Operators Association - UMWA District 17  
Bituminous Coal Operators Association - UMWA District 20  
Bituminous Coal Operators Association - UMWA District 31  
Carpenter Technology Corp. - USW #1537  
Cenovus Energy & USW #624  
Century Aluminum - USWA #9423  
Cleveland Electric Illuminating Co. - UWUA #270  
Cleveland Municipal School District - Cleveland Teachers Union  
Commercial Vehicle Group - USWA #9419  
Commonwealth of Pennsylvania - AFSCME  
Community College of Allegheny County - SEIU #668  
Consolidated National Resources - UMWA District 31

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### Permanent Arbitration Panels (continued)

Dominion Hope - UWUA #69  
Duquesne Light Company - IBEW System Council U-10  
Frontier West Virginia - CWA Dist. 2-13  
Handy & Harman Automotive Group - IUE #465  
Hollywood Casinos Columbus & Toledo - Toledo & Columbus Casino Workers Council  
Latrobe Specialty Steel Co. - USWA #1537  
Lima Refining Company - USW Local 624  
MECO International (coal mining equipment) - UMWA District 5  
National Forge Co. - IUNFE  
Neville Chemical Co. - USWA #5032  
Ormet Aluminum Mill Products Corp. - USWA  
Oxford Automotive - USWA  
Pennsylvania - PSCOA  
Pittsburgh - FOP Lodge No. 1  
Pittsburgh Board of Public Education - Pittsburgh Federation of Teachers  
Rescue Mental Health Services - SEIU Dist. 1199  
Roemer Industries - USWA  
Southwest Airlines - TWU #555  
Southwest Airlines - TWU #556  
Titanium Metals Corp. - USWA #5644  
US Dept. Of HHS - NTEU  
US Postal Service - APWU  
Verizon (Potomac) - CWA  
Western Reserve Care System - ONA

### Books

*Winning at the NLRB*, BNA Books, 1995  
*Winning at the NLRB Second Edition*, BNA Books, 2009 (with co-author Daniel Silverman)  
Lead Editor, *Proceedings of the 66<sup>th</sup> Annual Meeting, National Academy of Arbitrators*, BNA Books, 2014  
Co-Editor, *Proceedings of the 65<sup>th</sup> Annual Meeting, National Academy of Arbitrators*, BNA Books, 2013

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## Articles

*The Arbitrator and the Personal Computer*, in *The Arbitration Journal*, June 1992, p. 49  
*How to Win NLRB Cases: Tips from a Former Insider*, in *Labor Law Journal*, January 1993, p. 40  
*Arbitrators' Administrative Practices*, in *Pittsburgh Legal Journal*, August 1993, p. 5  
*Back Pay Awards - Current Arbitral Patterns*, in *Dispute Resolution Journal*, January 1997, p. 28  
*An Arbitrator's View of Writing Briefs*, in *Dispute Resolution Journal*, February 1999, p. 59  
*Look at the Supply Side*, in *National Academy of Arbitrators Chronicle*, Spring 2000, p. 30  
*The Rules of Evidence and Labor Arbitration*, in *Dispute Resolution Journal*, August 2002, p. 42  
*How to Win Your Arbitration Case Before the Hearing Even Starts*, in *Labor Law Journal*, Fall 2009, p. 115  
*Interest Arbitration in Pennsylvania*, in *Proceedings of the 62<sup>nd</sup> Annual Meeting, NAA*, 2009, p. 145  
*Resolving Backpay Issues: What an Arbitrator Would Do*, in *Proceedings of the 71<sup>st</sup> Annual Meeting, NAA*, 2018, p. 65

## Prior Labor Relations Experience

National Labor Relations Board

Attorney 1973-1978, Trial Specialist 1978-1987

"Quality" commendations 1981, 1986 for success as a litigator and for performance as a hearing officer and decision writer

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## Published Decisions

Accuride Erie & UAW # 1186, 125 LA 1061  
Advanced Graphite Materials & USW #8-276, 2021 BNA LA 229  
Aerospace Center Support & AEMTC, 120 LA 45  
AHF/Central States, Inc. d/b/a McMurray Hills Manor & SEIU Dist. 1199P, 126 LA 1165  
Albert Gallatin School Dist. & AGEA, 133 LA 736  
Allegheny County & AC Police, 2021 BNA LA 32  
Allegheny County & AC Prison Employees Independent Union, 123 LA 1038  
Allegheny County & AC Prison Employees Independent Union, 124 LA 1013  
Allegheny County & AC Prison Employees Independent Union, 126 LA 1435  
Allegheny County & AC Prison Employees Independent Union, 2021 BNA LA 128  
Allegheny County & AC Prison Employees Independent Union, 2021 BNA LA 392  
Allegheny County & SEIU #668, 133 LA 137  
Allegheny County Sanitary Auth. & UWUA #433, 2022 BNA LA 287  
Alliance & IAFF #480, 121 LA 1352  
Ambridge Water Auth. & USWA #1211, 124 LA 891  
American Standard & USWA #1538, 124 LA 1537  
Ameriguard Security Servs. & UGSOA, 2020 BNA LA 1281  
Anchor Hocking & USWA #36, 128 LA 1206  
Armstrong County Mem. Hosp. & USWA #8500, 116 LA 188  
Armstrong County Mem. Hospital & PASNAP, 139 BNA LA 429  
Armstrong World Industries, Inc. & URW #256, 109 LA 65  
Associated Press & Wire Service Guild #222, 94-1 A R B ¶4132  
Bay Valley Foods & UFCW #325, 123 LA 1333  
Bay Valley Foods & UFCW #325, 126 LA 161  
Bay Valley Foods & UFCW #325, 127 LA 1463  
Beaver County & SEIU #585, 114 LA 1819  
Beaver County & SEIU #668, 127 LA 961  
Berlin Brothersvalley School Dist. & BBEA, 121 LA 866  
Blairsville-Saltsburg School Dist. & B-S EA, 115 LA 1114  
Blast Intermediate Unit 17 & Blast IUEA, 2020 BNA LA 1007  
Brookville Hosp. & SEIU Dist. 1199P, 121 LA 953  
Butler City & FOP Lodge 32, 133 LA 1559  
Butler County & SEIU #668, 122 LA 1480  
Butler County & SEIU Healthcare PA, 134 LA 617

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## Published Decisions (continued)

C.A. Curtze Co. & Teamsters #397, 128 LA 1793  
Cape May County & AFSCME #3596, 127 LA 734  
Cargill, Inc. & Teamsters #436, 113 LA 823  
Carlisle Engineered Prods., Inc. & USWA #563-L, 118 LA 97  
Central Valley School Dist. & CVESPA, 133 LA 212  
Chambersburg Area School Dist. & CAEA, 120 LA 393  
Chesapeake Union Exempted Vill. Bd. of Educ. & OEA, 121 LA 409  
Cleveland Clifs & USW, 2022 BNA LA 504  
Cleveland Electric Illuminating Co. & UWUA #270, 105 LA 817, 96-1 A R B ¶6206  
Clearfield County & Teamsters #205, 2020 BNA LA 1106  
Cleveland Cliffs & USWA #2911, 2021 BNA LA 380  
Cleveland Electric Illuminating Co. & UWUA #270, 108 LA 120  
Cleveland Electric Illuminating Co. & UWUA #270, 115 LA 1646  
Cleveland Electric Illuminating Co. & UWUA #270, 117 LA 165  
Clorox Co. & ICWU #418, 103 LA 932, 95-1 A R B ¶5195  
CNG Transmission Corp. & SEIU #999, 115 LA 1322  
Coca-Cola Refreshments USA & Teamsters Local 20, 2021 BNA LA 84  
Columbus Equipment Co. & IUOE #18, 117 LA 1787  
Columbus Southern Power Co. & IBEW #1466, 126 LA 97  
Commercial Vehicle Group & USWA, 126 LA 364  
Community College of Allegheny County & SEIU #668, 124 LA 316  
Community College of Allegheny County & SEIU #668, 124 LA 1398  
Consolidation Coal Co. & UMWA #1785, 104 LA 751, 96-1 A R B ¶6011  
Consolidation Coal Co. & UMWA #1638, 106 LA 328  
Constellium Muscle Shoals & IUOE # 320, 2022 BNA LA 172  
Consulate Healthcare of Cheswick & SEIU Dist. 1199P, 127 LA 1337  
Corrections Ctr. Of NW Ohio & IUPA #79, 129 LA 710  
Corrections Comm. of NW Ohio & IUPA #64, 113 LA 908  
Corry & AFSCME #2041, 135 LA 1548  
Cranberry Area School Dist. & Cranberry EA, 107 LA 168, 97-1 A R B ¶3021  
Crawford Central School Dist. & CCESPA, 139 BNA LA 1289  
Crawford County & SEIU #668, 128 LA 987  
Cuyahoga County Airport & Teamsters #436, 129 LA 1104  
Cuyahoga County & OPBA, 139 BNA LA 814  
CVS & UFCW #1099, 120 LA 1292  
Daniels Co. & USWA #9281, 102 LA 1064  
Dawson Metal Co. & SMPW #112, 126 LA 545  
Deer Lakes School Dist. & DLEA, 138 LA 205  
Dominion East Ohio & SEIU #555, 122 LA 1647  
Duquesne University & IUOE #95, 2022 BNA LA 173  
Duraloy & USWA #2810, 100 LA 1166

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## Published Decisions (continued)

Eaglebudd Enterprises, Inc. & UFCW #23, 106 LA 659, 96-2 A R B ¶6260  
East Conemaugh Borough & Teamsters #110, 121 LA 1693  
Eaton Cutler-Hammer Corp. & Beaver Salaried Employees Ass'n, 110 LA 467  
Elliott Turbo Machinery Co. & USWA, 119 LA 727  
Ellwood City & Ellwood City Police, 136 LA 87  
Emerald Performance Materials & USW #2L-22, 134 LA 138  
Equitable Gas Co. & USWA #12050, 127 LA 865  
Eramet Marietta Inc. & USWA #1-00639-01, 128 LA 1073  
Erie & AFSCME #2206, 107 LA 677  
Erie County & SEIU #668, 126 LA 1693  
Erie County & SEIU #668, 126 LA 1757  
Erie County Vo-Tech School & ECTSFT, 114 LA 999  
Erie School Dist. & EEA, 125 LA 1460  
Fairmont Gen. Hosp. & RWDSU #550, 119 LA 1529  
Fallowfield Twp. & USWA #1408-46, 133 LA 842  
Fansteel Hydro Carbide & UAW #204, 93-1 A R B ¶3003  
Federal Bureau of Prisons & AFGE, 119 LA 1812  
Federal Correctional Institution Milan Michigan & AFGE #1741, 2021 BNA LA 378  
Ferry Indus., Inc. & UPIU #7607, 110 LA 114  
First Student, Inc. & Teamsters Local 773, 2021 BNA LA 25  
FMC Technologies Measurement Solutions, Inc. & USWA #714, 125 LA 1576  
Ford Motor Co. & IUOE #18S, 115 LA 385  
Forest Park & IAFF #3024, 135 LA 1346  
Forest/Warren Dept. of Human Servs. & PSSU #668, 117 LA 423  
Fort Cherry School Dist. & FCEA, 137 LA 1696  
Foster Twp. & Police Wage and Policy Union, 120 LA 1016  
FPD Co. & USWA #14693-A G, 133LA 32  
Fremont Plastic Prods., Inc. & USWA #1915, 122 LA 149  
Friendship Ridge & SEIU Dist. 1199P, 121 LA 1760  
Friendship Ridge & SEIU Dist. 1199P, 128 LA 116  
GAF Premium Prods., Inc. & Boilermaker's #D-282, 121 LA 282  
Gallia County EMS & UMWA #911, 131 LA 323  
Georgia Pacific Corp. & GMP #235, 93-2 A R B ¶3317, 412 AAA 12  
Giant Eagle Markets & UFCW #1776KS, 2020 BNA LA 1457  
Girard School Dist. & Girard FT, 119 LA 1476  
Graphic Arts Color Corp. & GCIU #24, 410 AAA 2  
Greater Johnstown Sch. Dist. & GJEA, 139 BNA LA 1027  
Green Tree Borough & Green Tree Police Ass'n, 126 LA 1053  
Green Tree Borough & Teamsters #205, 137 LA 1713  
Guernsey County Public Library & OAPSE #4, 116 LA 1212

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## Published Decisions (continued)

Harbor Creek School Bd. & Harbor Creek EA, 122 LA 956  
Harsco Metals & USW #9445-11, 137 LA 865  
HBC Service Co. & Teamsters #249, 134 LA 1351  
Hempfield Township & Teamsters #30, 2021 BNA LA 451  
Heritage Valley Health Sys. & SEIU Dist. 1199P, 124 LA 481  
Heritage Valley Rochester-Staunton Clinic & SEIU Healthcare PA, 129 LA 961  
Hermitage & FOP #92, 2021 BNA LA 379  
Highlands School Dist. & Highlands EA, 122 LA 593  
Homewood Cemetery & Laborers Dist. Council, 98 LA 333, 92-2 A R B ¶8419  
Hugo Bosca Co. & RWDSU #379, 109 LA 533  
Huntleigh USA Corp. & HERE #57, 115 LA 929  
Hussey Copper Ltd. & USWA #1211, 126 LA 1461  
Jefferson Comm. College & Jefferson Technical College EA, 107 LA 1166  
Jefferson-Morgan School Dist. & J-MEA, 133 LA 272  
Johnstown & AFSCME #630, 127 LA 954  
Johnstown America Corp. & USWA #2635, 116 LA 868  
Johnstown Housing Auth. & AFSCME Council 83, 119 LA 116  
Johnstown Wire Technologies, Inc. & USWA #2635, 111 LA 216  
Joseph Badger Bd. of Ed. & OAPSE #4, 127 LA 257  
Kane Manufacturing Corp. & USWA #14659, 97 LA 1197, 91-2 A R B ¶8559  
Kentucky Power Co. & UWUA #492, 2022 BNA LA 392  
Kittanning Care Ctr. & Teamsters #538, 125 LA 1562  
Kopp Glass & USW #52 & #532, 137 LA 1077  
Lawrence County & Laborers' Dist. Council, 137 LA 1010  
Laidlaw Transit Servs., Inc. & ATU #697, 116 LA 967  
Lee Middleton Original Dolls, Inc. & USWA #14976, 120 LA 119  
Libertas Copper & USW, 134 LA 735  
Lincolnview Local Bd. of Ed. & Lincolnview EA, 103 LA 854  
Linderme Tube Co. & Boilermakers #1704, 116 LA 837  
Linett Co./Tri-Arc Mfg. & USWA #9445-19, 124 LA 1336  
Lithonia Hi Tek - Vermillion & IBEW #998, 109 LA 775  
Lucas County & AFSCME #3794, 124 LA 922



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## Published Decisions (continued)

Marcegaglia USA & USWA #5852-22, 125 LA 789  
Margaretta Local School Dist. & OAPSE #379, 114 LA 1057  
Marlington Bd. of Educ. & Marlington EA, 122 LA 279  
Marmon/Keystone Corp. & USWA #2384, 106 LA 519  
Marriott Educ. Servs. & SEIU #29, 112 LA 998  
Mayflower Vehicle Sys. & USWA # 9419, 114 LA 1249  
Mayflower Vehicle Sys. & USW #9419, 135 LA 1725  
McCauley Accessory Div. Cessna Aircraft Co. & MPBP #5, 110 LA 600  
McGuire Memorial & Teamsters #261, 2022 BNA LA 292  
McKeesport Housing Auth. & Teamsters #205, 98 LA 134, 92-1 A R B ¶8146, LAIG ¶4567  
Mead Corp. & UPIU #731, 113 LA 1169  
MECO International, Inc. & UMWA Dist. 5, 91-1 A R B ¶8042  
MetroHealth Med. Ctr. & OPBA, 108 LA 974, 98-1 A R B ¶5037  
Millcreek Twp. & AFSCME Dist. Council 85, 128 LA 221  
Millcreek Twp. School Dist. & Millcreek EA, 122 LA 1085  
Mills Co. & PACE #5-0332, 120 LA 1723  
Morton Int'l, Inc. & USW #1-00966, 132 LA 503  
Mosebach Mfg. Co. & IAMAW Lodge 52, 124 LA 181  
Mound View Health Care & UFCW #23, 129 LA 1562  
Munhall Borough & Teamsters #205, 138 LA 364  
Murrysville & Murrysville Police, 126 LA 1618  
Murrysville & Murrysville Police, 2020 BNA LA 1456  
Napco, Inc. & USWA #13640, 111 LA 77  
Nash Finch Co. & Teamsters #908, 133 LA 289  
Nat'l Linen & Uniform Serv. & Teamsters #175, 97-1 A R B ¶3130  
Navistar & Teamsters #776, 2022 BNA LA 393  
Neshannock Twp. School Dist. & NTEA, 125 LA 1089  
Neville Chem. Co. & USWA #5032, 120 LA 382  
New Kensington-Arnold S.D. & NK-AEA, 138 LA 1039  
N.Y.C. Admin. For Children's Services & Social Service Employees #371, 2021 BNA LA 302  
NMLK Indiana Corp. & ILA #2038, 138 LA 1392  
Nordson Corp. & IAMAW #1802, 104 LA 1206  
North Coast Container Corp. & USWA #7132, 114 LA 795  
North Huntingdon Twp. & NHT Police Ass'n, 130 LA 1048  
Northstar Television of Erie, Inc. & NABET, 93-2 A R B ¶3357  
Northwest State Community College & NWSCEA, 136 LA 210  
Oberlin College & Oberlin College Office & Professional Employees, 138 LA 1277  
Ottawa County [Ohio] & Teamsters #20, 111 LA 833  
Owens-Corning Corp. & GMP #244, 114 LA 1628

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## Published Decisions (continued)

Paladin Packaging & Display, Inc. & UPIU #373, 109 LA 285  
Pearlview Rehab. & Wellness Ctr. & SEIU Dist. 1199, 133 LA 446  
Penn Hills & Penn Hills MEO, 118 LA 1806  
Penn Window Co. & SEIU #16, 112 LA 922  
Pennsylvania Am. Water CO. & UWUA #537, 127 LA 485  
Pennsylvania Elec. Co. & IBEW #459, 130 LA 849  
Pennsylvania Elec. Co. & UWUA #180, 132 LA 1063  
Pennsylvania Suburban Water Co. & UWUA #285, 124 LA 750  
Penske Logistics & Teamsters #135, 135 LA 1691  
Peoples Natural Gas & UWUA #612, 2020 LA 1429  
PHB, Inc. & USWA #3199-18, 123 LA 146  
PHB, Inc. & USWA #3199-18, 125 LA 249  
Pittsburgh Bd. of Public Educ. & AFSCME #297  
Pittsburgh Water & Sewer Auth. & IUOE #66, 127 LA 1000  
Pleasant Ridge Manor & AFSCME #2666, 112 LA 517  
Pleasant Ridge Manor & AFSCME #1771, 135 LA 1619  
Pleasant Ridge Manor & AFSCME #1771, 137 LA 1472  
Plum Borough & Police Dept. of Plum, 123 LA 641  
Praxair & Teamsters #377, 2020 BNA LA 1006  
Providence Health Care Ctr. & USWA #8183-15, 114 LA 136  
Purchase Line School Dist. & Purchase Line EA, 124 LA 440  
Ravenswood Village Health Care Center & USWA, 94-2 A R B ¶4531  
Rexnord Corp. & IAMAW #2304, 116 LA 924  
Rexroth Corp. & UAW #1239, 110 LA 1192  
Ridgway Area School Dist. & Ridgway AEA, 137 LA 296  
Riverside Div. Of Penn Traffic, Inc. & UFCW #23, 125 LA 321  
Riverview Intermediate Unit 6 & RIU6EA, 139 BNA LA 220  
Rochester Area Bd. Of Educ. & RAEA, 124 LA 114  
R.W. Sidley Co. & Teamsters #377, 126 LA 897  
Rockwood Area School Dist. & Rockwood EA, 114 LA 197  
Rockwood Area School Dist. & Rockwood EA, 136 LA 1422  
Ryder Student Transp. Servs., Inc. & USWA, 108 LA 743, 108 LA 1124, 97-2 A R B ¶3268

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## Published Decisions (continued)

St. Elizabeth Health Ctr. & Teamsters #377, 129 LA 161  
Sauer, Inc. & Carpenters' Dist. Council, 100 LA 191  
Sears, Roebuck and Co. & UFCW #880, 111 LA 378  
Sena-Kean Manor & AFSCME Dist. Council 85, 104 LA 369  
Sinai Hosp. of Baltimore & 1199 SEIU United Healthcare Employees East, 2021 BNA LA 303  
Slippery Rock Area School Dist. & SRAEA, 139 LA 571  
SMS Millcraft LLC & USWA #2229, 135 LA 1662  
Snap-Tite, Inc. & USWA #14661, 110 LA 513  
Somerset Area School Dist. & PSEA, 119 LA 581  
Special Metals Corp. & USWA #40, 130 LA 974  
Stark County Community Action Agency & OAPSE/AFSCME #4, 137 LA 973  
State College Borough & S.C. Police Ass'n, 110 LA 718  
Sterling Packaging Corp. & USWA #175G, 115 LA 304  
Summit County Children Services & CWA #4546, 116 LA 1281  
Summit County MR/DD Bd. & Weaver Workshop & Support Ass'n, LAIG ¶5272  
Sunnyview & SEIU HC PA, 137 LA 944  
Superior Beverage Group & Teamsters #377, 127 LA 1710  
Supervalu & Teamsters #30, 120 LA 570  
Tenneco Packaging Corp. & UPIU #296, 106 LA 607  
Thomas Steel Strip & USW, 134 LA 467  
Time Warner Cable of Jamestown & IBEW #106, 119 LA 261  
Titanium Metals Corp. & USWA #5644, 121 LA 1441  
Toledo Blade Co. & Toledo Newspaper Guild, 128 LA 1743  
Toledo Bd. of Educ. & TAAP, 117 LA 1409  
Tube City L.L.C. & LIUNA #534, 124 LA 1212  
Turbine Engine Components Tech. Corp. & UAW #2562, 123 LA 1198  
United Refining Co. & IUOE #95, 123 LA 271  
Universal Stainless & Alloy Prods. & USWA, 116 LA 90  
U.S. Dept. of Health & Human Servs., 136 LA 1245  
U.S. Dept. of State & NFFE, 136 LA 1095  
U.S. Dept. of Veterans Affairs & AFGE #2028, 136 LA 697, 136 LA 1161  
U.S. Dept. of Veterans Affairs & AFGE #2028, 2019 BNA LA 110  
U.S. Dept. of Veterans Affairs & AFGE #2028, 2020 BNA LA 1062  
U.S. Tsubaki & IAMAW #1329, 123 LA 423  
Vertullus Specialties, Inc. & USWA #4-405, 130 LA 1316

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## Published Decisions (continued)

Warren County School Dist. & Warren County EA, 121 LA 506  
Washington (City of) & FOP #95, 132 LA 741  
Washington Communities MH/MR Ctr., Inc. & SEIU #668, 119 LA 500  
Washington County & SEIU #668, 121 LA 541  
Washington East Washington Joint Auth. & UWUA #537, 120 LA 826  
Washington Hosp. & SEIU Dist. 1199P, 110 LA 158  
Washington Sch. Dist. & WEA, 139 BNA LA 1221  
Washington Trotting Ass'n & UNITE HERE #57, 130 LA 1478  
Waste Mgmt. of Ohio, Inc. & Teamsters #284, 113 LA 353  
Wayne County Children Servs. Bd. & Teamsters #436, 120 LA 289  
Weirton Medical Ctr. & SEIU Dist. 1199 WV/KY/OH, 123 LA 380  
Welch Foods & Teamsters #397, 134 LA 791  
West Homestead Borough & Teamsters #205, 2021 BNA LA 31  
West Mifflin Borough & Teamsters #636, 134 LA 1363  
Western Reserve Care Sys. & ONA, 119 LA 1394  
Western Reserve Transit Auth. & ATU #272, 101 LA 1085, 420 AAA 10  
Wheatland Tube Co. & USWA, 119 LA 897  
Wheatland Tube Co., & USWA #1660-01, 125 LA 129  
Wheeling Corrugating Co. & USWA, 108 LA 1033, 97-2 A R B ¶3286  
Wilkinsburg Borough & Teamsters #205, 134 LA 1008  
Wilkinsburg Borough & Teamsters #205, 138 LA 1102  
WTRF-TV, LLC & NABET-CWA #212, 119 LA 92  
Youngstown State Univ. & FOP, 138 LA 407

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### Miscellaneous

Award will be issued within 30 days of close of record (latest of end of hearing, receipt of all briefs, receipt of all post-hearing exhibits)

Computer experience with many software applications; programming experience in Assembler, BASIC, C, FORTRAN, and Pascal

### Fee Schedule

Arbitration fee: \$1800/day in ½ day increments for time spent on hearing, consideration, writing, administration and travel

Scheduling & cancellation/postponement fee: One day for each day scheduled unless notified more than 30 days before scheduled date(s). Unless parties agree to a different allocation, a postponement fee will be invoiced to the party requesting the postponement, and a cancellation fee will be split between the parties

A 10 percent late fee and interest compounded at 2 percent monthly may be added to any invoice unpaid after 60 days