



Donna E. Lurie  
Lurie Workplace Solutions  
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### **Arbitrator Training & Experience**

- Arbitrator for Labor, Employment, & Consumer Panels of the American Arbitration Association; arbitrated 40+ cases
- Arbitrator for Federal Mediation & Conciliation Service (FMCS) Labor Panel
- Arbitrator for Washington PERC grievance cases & law enforcement discipline
- Grievance Arbitrator for Oregon Employment Relations Board (ERB)
- Arbitrator for interest arbitrations and negotiation impasse situations
- Member of Arbitrator Roster for National Mediation Board
- Amtrak training provided by NARR in August, 2023
- California PERB Panel of Neutrals for arbitration and fact-finding
- Former On-call Hearing Officer for Seattle Civil Service Commission (2013-2022)
- Arbitrator of business contract disputes for King County Superior Court (1991-1994)
- Labor Arbitrator training course with the FMCS
- Arbitration training with King County Superior Court Mandatory Arbitration Program
- Advanced training in arbitration skills with American Arbitration Association
- Lead on 120+ arbitration cases & briefs; Coach & mentor for professional colleagues

### **Labor Relations Training & Experience**

- 35+ years' experience in labor relations and employment law
- Advocate in fact-finding cases and later as a neutral fact-finder
- Developed grievance and peer mediation programs and training manuals
- Mediator of 100+ workplace disputes, including discrimination/employment law issues
- Lead negotiator for school district employee contracts and drafter of contract language
- Lead for joint labor-management committees on leave policies, cyber-bullying, sexual harassment awareness & prevention, workplace safety, workers' compensation, essential job requirements, job classification systems, salary schedules, discipline & investigation policies, performance evaluation systems, last chance agreements, workforce diversity, substance use & employee assistance programs, professional development models, staffing & layoffs, work calendar, religious holiday policy, and union jurisdictional disputes
- "Closer" on resolving difficult labor-management negotiations and impasse cases
- Summa Cum Laude graduate of Pennsylvania State University, Bachelor's degree in Labor-Management Relations, winner of award for top student in the department
- Honors graduate of University of Wisconsin Law School – Juris Doctor degree
- Advanced Mediation course at Straus Institute, Pepperdine University

### **Professional & Community Activities**

- Former Chair of King County Bar Association Dispute Resolution Section, 2015-2019
- Planning Committee of Pacific Coast Labor & Employment Conference
- Former Chair & Planning Committee for NW ADR Conference, 1992-2019

- Presenter on Mediating Workplace Disputes, Generational Diversity in the Workplace, Preparing for Arbitration, Managing Polarities, Mental Health and Wellness issues, Building Resilience, Addressing Diversity, Equity & Inclusion (DEI) Needs, Preventing and Addressing Sexual Harassment
- Board President of National Alliance on Mental Illness (NAMI), East King County, WA
- Organizational development for nonprofits and labor-management groups
- Founder of Multicultural Steering Committee for East King County community organizations, 2019 to present
- Licensed to practice law in the State of Washington
- Trial experience in federal court, state court, administrative proceedings
- Experience with ERISA claims, pension systems, and wage & hour issues
- Lead in developing job classification systems for nonprofit agencies and school districts in Seattle, Northshore, Shoreline, Renton, and Bellingham
- Graduate of Leadership Tomorrow community leader training program
- Authored article on “Arbitrating Disputes Involving Education Professionals”, Arbitration Quarterly of the Northwest, Winter of 1991.

### **Arbitration Rates**

I offer arbitration services at \$300 per hour, with a total of \$2000 per day for hearings and for writing the Decision and Award. Hearings are charged at a minimum of one day unless the arbitrator and parties agree to a different arrangement in advance. I follow the requirements and fee structures set forth by the National Mediation Board, WA PERC, and other governmental agencies that regulate compensation amounts for professional neutrals.

Parties are responsible for the cost of any transcript or official hearing record, venue, exhibits, and photocopies. Mileage is charged to parties outside of the Seattle, Washington area. Necessary lodging and transportation expenses are charged for hearings outside the Puget Sound area. *Travel time is not charged to the parties.*

In-person hearings, videoconference hearings, hybrid hearings, and document-only reviews are all available. COVID and flu protocols are required for in-person hearings (physical distancing, sanitize the room, and proper air ventilation).

Parties are required to participate in a Pre-Hearing Conference call to determine the issue(s) in dispute, confirm date(s) of hearing, number of days needed, location, number of witnesses and exhibits, type of hearing record desired, and other pre-hearing logistics. Pre-hearing work is not charged separately and is included in the arbitration fee.

Parties are assessed a \$1,000 cancellation fee for hearings canceled more than 14 calendar days prior to a scheduled hearing date and a \$1,500 fee for hearings canceled 14 or fewer calendar days prior to a scheduled hearing date. The parties are responsible for any canceled airfare and other nonrefundable costs. The parties are not charged for unused days of hearing in cases completed in fewer days than anticipated.

Joint requests for postponement will be automatically granted for the first request. Subsequent requests and unilateral requests will be granted for good cause shown by either party. Parties are responsible for any transportation or lodging costs incurred from postponement or cancellation of the hearing.