

DOROTHY A. FALLON
ARBITRATOR & MEDIATOR

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ARBITRATION EXPERIENCE:

INDUSTRIES:

Beverage, Communications, Construction, Education, Health Care/Hospital/
Nursing Home, Hotels, Administrative and Professional Employees, Printing and
Publishing, Retail, Newspapers, Manufacturing, Public Sector: Federal, City and
Municipal Workers in Fire, Police, Education, Administration, Highway Dept.

ISSUES:

Arbitrability, Absenteeism, Conduct, Discipline (Non-Discharge and
Termination), Fringe Benefits (Holidays, Insurance, Vacation,
Health/Hospitalization,) Job Performance, Layoffs/Bumping/Recalls,
Management Rights, Safety/Health Conditions, Wages and Special Stipends
(Cost-of-Living Pay, Holiday Pay, Job Classification and Rates, Merit Pay,
Vacation Pay,) Violence, Insubordination, Theft, Sleeping on the Job, Policy
Violations, Contract Interpretation, Other Terms and Conditions, Title VII
Violations

ARBITRATION / MEDIATION ROSTERS:

American Arbitration Association Labor Panel	New York State PERB Mediation Panel
Federal Mediation and Conciliation Services	New Jersey State Board of Mediation
Oregon Employment Relations Board	Marion County OR Small Claims Mediator
Montana State Board of Personnel Appeals	US Nuclear Regulatory Commission Arbitrator Panel
WA State Public Employment	US Postal Service REDRESS Program Mediator

EDUCATION:

Cornell University, Ithaca, NY – Masters in Professional Studies in Industrial and
Labor Relations (January 2007)
St. Joseph's University, Philadelphia, PA – BS Food Marketing (1976)

SPECIALIZED TRAINING:

Cornell University, NYSSILR – Certificate Program in Workplace Conflict
Management and Alternative Dispute Resolution
NYS Bar Association Committee on Labor Arbitration and Collective Bargaining
Arbitrator Mentoring Program
Federal Mediation and Conciliation Services Institute – Labor Arbitration
Center for Mediation and Law – Intensive Mediation Training
American Arbitration Association – Mediation Advocacy
The Institute for Mediation and Conflict Resolution

LABOR RELATIONS EXPERIENCES

Supermarkets General Corp., Woodbridge, NJ (1970 – 1984)
Director of Human Resources and Labor Relations (1981 -1984)
Responsible for maintaining relationships with 7 United Food and Commercial Workers (UFCW) Locals, and the Retail, Wholesale and Department Store Union (RWDSU) Local 1034 of Philadelphia. Responsible for all aspects of Human Resource Department: Employment, Training, Human Resource Planning, Evaluation, Employee Relations, Benefits Administration, Budget Development. Prior to being named Director, held positions of increasing responsibility and accountability in Operations, Finance, and Human Resources

Bedford Central School District Board of Education, Bedford, NY (1997 -2003)
Directed Labor Relations and Collective Bargaining Efforts for two contract cycles with each of District Bargaining Units (Administrators, Teachers/Professional Staff, and Clerical, Service Employees) Responsible for Policy Development and Implementation, Fiscal and Long Range Planning, Overseeing District Leadership and Organizational Changes including Training, Employment, Employee Relations, Communications and Public Relations

PROFESSIONAL AFFILIATIONS::

Association for Conflict Resolution
Labor and Employment Relations Association
American Bar Association, Associate Member
Oregon Mediation Association

FEES:

Grievance and Interest Arbitration: \$1,100 per Hearing and Study Day which includes research and preparation of the opinion and award. Study time will be prorated.
Mediation and Fact Finding: \$200/hour, minimum four hour session, applies to study and conference time.
Cancellations: Full per diem fee charged with less than 2 weeks notice prior to hearing date(s) for cancellations or postponements that cannot be rescheduled.
Travel Time: Per diem fee includes up to 60 minutes travel time on day of hearing. Travel exceeding 60 minutes one way may be billed on a prorated per diem basis. Travel necessary on days other than scheduled hearing dates will be billed on a prorated per diem basis.
Travel Expenses: Actual expenses for travel, food, car rental, and lodging. (Will book fully refundable economy class fare for air or train, barring special circumstances.)
Mileage/tolls for local travel at applicable IRS expense rate.
Other Expenses: Will charge actual expenses for copying, postage/handling, etc.
Billing: A final invoice will be issued with the award, or following the late cancellation or postponement of a scheduled hearing. Interim invoices may be issued after each hearing date in a multi-day hearing. All fees and expenses charged in accordance with the above will be split evenly between the parties, unless controlling legislation or the parties' agreement provides otherwise (i.e. employer pays, loser pays.)