

## Oregon Employment Relations Board

**Jean A. Savage.** (01/01/11)

9214 NW 25<sup>th</sup> Avenue

Vancouver, WA 98665-6249

Phone/Fax Number: (360) 574 4758

Cell Number: 360 921 0573

E-mail: [jasavage@pacifier.com](mailto:jasavage@pacifier.com)

### ***ARBITRATION EXPERIENCE:***

*September 1996 to Present.*

Panels: FAA and PASS and NATCA, Northwest Mountain Region

Oregon Public Employment Relations Board

Public Employment Relations Commission (Washington)

Oregon Department of Administrative Service & AFSCME Council 75 (2008)

Arbitration issues include: discipline and discharge, including constructive discharge, discrimination—age, disability, race, sex, drug/alcohol, job performance, contract interpretation, duty to bargain, and attorney fees (Federal sector) as well as interest arbitration issues. Experience includes arbitration in the private sector, local government, schools, retail establishments, and the Federal government.

### ***WORK HISTORY:***

#### **FACILITATOR and MEDIATOR**

*October 1995 to 2008.*

Projects include training and facilitating bargaining teams and partnership councils in interest-based processes, design and delivery of training programs in alternative dispute resolution, and training facilitators working in these processes. Previously on mediator panel for the EEOC Seattle District Office. Mediator for Shared Neutrals Program of the Oregon Federal Executive Board, and Community Mediation Services (City of Vancouver and Clark County).

#### **Federal Labor Relations Authority**

*Special Assistant for Dispute Resolution, January 1994 to October 1995.*

Facilitated and trained employees in Labor-Management Cooperation Program. Assisted in formation of partnership councils in the Federal government under Executive Order No. 12871. Facilitated interest-based negotiations. Prepared and delivered a variety of training programs including alternative dispute resolution design.

#### **Federal Labor Relations Authority**

*Supervisory Attorney-Advisor, January 1989 to January 1994.*

*Attorney-Advisor, January 1985 to May 1986 and March 1987 to December 1988.*

Supervised attorneys in preparing draft decisions for Members of the Authority concerning arbitration, unfair labor practices, and negotiability issues under the Federal Service Labor-Management Statute. As an attorney-advisor, researched and drafted decisions in these areas. Trained arbitrators and labor and management representatives in Federal sector arbitration law.

#### **Morgan, Lewis & Bockius**

*Associate, September 1986 to February 1987.*

Prepared briefs for district court litigation and arbitration and researched labor-management issues.

#### **Internal Revenue Service**

*Labor Relations Specialist, July 1979 to December 1980; August 1982 to January 1985.*

*Chief, Labor Relations Unit, National Office, December 1980 to August 1982.*

Reviewed grievances to determine whether to arbitrate, led bargaining on mid-term issues, handled

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grievances, and represented management in arbitration. As Chief, supervised six specialists in contract administration and disciplinary and performance activities.

**Pizza Hut, Inc.**

*Manager of Salary Administration, October 1978 to May 1979.*

*Manager of Employment, November 1977 to October 1978.*

*Labor Relations Specialist, November 1976 to November 1977.*

Assignments covered a variety of human resource needs, including wage surveys recruiting professional employees, and advice on labor relations policies.

**Federal Mediation and Conciliation Service**

*Commissioner, October 1975 to November 1976.*

Mediated collective bargaining disputes and conducted preventive programs

**National Labor Relations Board**

*Field Examiner, February 1971 to October 1975.*

Investigated unfair labor practices and conducted representation hearings and elections.

**American Federation of State, County and Municipal Employees Union**

*Administrative Assistant, September 1966 to September 1967.*

*West Coast Coordinator for Education, October 1969 to February 1971.*

Trained stewards and union officers. As an education coordinator, organized, developed, and conducted programs. In addition, assisted in organizing activities.

**EDUCATION**

**George Washington University, National Law Center, Washington, D.C.**

*J.D. 1986, Emphasis in Labor Law.*

**Cornell University, School of Industrial and Labor Relations, Ithaca, N.Y.**

*M.S., Collective Bargaining, Labor Law and Labor Movements, 1970.*

**Willamette University, Salem, Oregon**

*B.A., Major: Political Science, Minor: French, 1962.*

**PROFESSIONAL ASSOCIATIONS**

Society of Federal Labor and Employment Relations Professionals (SFLERP)

Oregon Chapter of the Labor and Employment Relations Association (LERA)

**FEES:**

Per diem, hearing & study:	\$1000.00 per 8-hour day
Per diem, travel:	\$65.00 per hour
Cancellation/postponement fees:	At hearing or less than 15 days before scheduled hearing/meeting date: \$1000. Notice within 15 to 30 days \$800. No fee for notice of more than 30 days.
Travel expenses:	Reasonable cost of public transportation or use of Privately owned vehicle at current IRS rate. Reasonable costs for accommodations & meals.
Office expenses:	No charge.

*Detailed expense sheet for arbitration and mediation provided on request.*