

WISCONSIN EMPLOYMENT RELATIONS COMMISSION
ARBITRATOR'S BIOGRAPHICAL SKETCH

NAME: A. Henry Hempe

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DATE OF BIRTH: 3/16/38

EDUCATION: University of Wisconsin Law School, LLB, 1965 (Converted to JD in 1981)
University of Wisconsin (Madison), BS, 1965

OCCUPATION: **Principal:** Arbitrator

PROFESSIONAL AFFILIATIONS:

Federal Mediation & Conciliation Service Arbitration Roster Member
American Arbitration Association Labor Arbitration Roster Member

Wisconsin Bar Association
Member, Bd. of Directors, Employment and Labor Law Section, Wis. Bar Ass'n
Member, State of Wisconsin Labor-Management Committee
Past member, Bd. of Directors, Association of Labor Relations Agencies (ALRA)

EXPERIENCE:

Commissioner, Wisconsin Employment Relations Commission, 1987-2003.
Chairperson, Wisconsin Employment Relations Commission, 1989-1996.
Deputy Secretary, State of Wisconsin DER, 1987.
President & shareholder, *Hempe, Hunsader & Shultz, S.C.*, Janesville, WI, 1975-1987.
Labor organizations I have represented include: Janesville Firefighters, Ass'n of Mental Health Specialists (Rock County), Ass'n of Mental Health Professionals (Walworth County).
Member, Beloit Board of Education, 1980-1986 (President, 1984-1986).
Partner, *Hempe & Daniel*, Attys., Janesville, WI, 1972-1975.
Rock County (Wis.) Corporation Counsel, 1967-1972.

Since 1967 my professional experience has included a broad exposure to a wide variety of labor relations issues, including contract negotiations and grievance arbitrations. Arbitration issues I have decided include discharge and lesser discipline, sexual harassment, call-in rights, bargaining unit work, reclassification, holiday pay, right to privacy, assault, work and vacation schedules, funeral leave, work stoppage, and bargaining unit membership.

FEE AND EXPENSE PRACTICE:

I charge a *per diem* fee of \$1,000 for each day of hearing, mediation, analysis, study and writing, plus actual expenses (meals, lodging and mileage). Mileage reimbursement is charged at the then current IRS rate. The full *per diem* will be charged for any hearing or mediation day. Travel that occurs outside the hearing date will be prorated at the *per diem* rate. Analysis, study and writing requiring less than a full day will be also prorated at the *per diem* rate. **Cancellation Policy:** If the scheduled hearing is cancelled or postponed with notice of less than four (4) calendar weeks (28 days), but more than three (3) calendar weeks (21 days) the per diem rate for each day of scheduled hearing shall be \$750 if another matter cannot be set in its place. If the scheduled hearing is cancelled or postponed with notice of less than three (3) calendar weeks (21 days), the per diem rate for each day of scheduled hearing shall be \$1,000 if another matter cannot be set in its place.

NOTE: The arbitrator shall not charge any fee other than the above stated fees.