

WISCONSIN EMPLOYMENT RELATIONS COMMISSION
ARBITRATOR'S BIOGRAPHICAL SKETCH

NAME: A. Henry Hempe
ADDRESS: 5413 Trempealeau Trail, Madison, WI 53705
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EDUCATION: University of Wisconsin Law School, LLB, 1965 converted to JD 1981
University of Wisconsin-Madison, BS, 1962

PROFESSIONAL AFFILIATIONS:

Federal Mediation & Conciliation Service Arbitration Roster Member
Wisconsin Bar Association
Past Member, Board of Directors, Employment and Labor Law Section, WI Bar Assn
Past Member, State of Wisconsin Labor-Management Committee
Past member, Board of Directors, Association of Labor Relations Agencies (ALRA)

EXPERIENCE:

Commissioner, Wisconsin Employment Relations Commission, 1987-2003
Chair, Wisconsin Employment Relations Commission, 1989-1996
Deputy Secretary, State of Wisconsin DER, 1987
President & shareholder, Hempe, Hunsader & Shulz, S.C., Janesville, WI, 1975-1987
Labor organizations represented: Janesville Firefighters, Assn of Mental Health Specialists (Rock County), Assn of Mental Health Professionals (Walworth County)
Partner, Hempe & Daniel, Attys., Janesville, WI, 1972-1975
Rock County Corporation Counsel, 1967-1972
Assistant District Attorney, Rock County, 1965-1967
Member, Beloit Board of Education, 1980-1986 (President, 1984-1986)
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 decided included 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 \$1,250 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 \$1,250 if another matter cannot be set in its place.

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