

**Wisconsin Employment Relations Commission
Arbitrator's Biographical Sketch**

Name: Anne L. Weiland

E-mail Address: aweiland5@gmail.com

Present Occupation: Arbitrator, Hearing Officer and Mediator

First Business Address:

W182 N9052 Amy Lane
Menomonee Falls, WI 53051
262-251-5228

PROFESSIONAL AFFILIATIONS: Wisconsin Bar Association

EDUCATION:

Hanover College, Hanover, Indiana B.A. 1974
University of Cincinnati College of Law – J.D. 1979

CERTIFICATIONS:

Law State of Wisconsin 1980 to present

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2005 to present Arbitrator and Mediator. Served as arbitrator in numerous cases involving issues such as discipline and discharge, absenteeism, sexual harassment, wages, hours, pension and fringe benefits, work place injury, substance abuse, and arbitrability. **1985 to 2003** Weiland Law Offices: Represented public schools and library system by serving as chief negotiator and/or legal counsel handling such matters as contract administration, grievances, grievance and interest arbitrations, employee discipline and discharge, investigation of complaints of discrimination, unfair labor practice and unit clarification litigation. **1982 to 1986** Manager of Labor Relations for Milwaukee Public Schools: Served as in house counsel and labor negotiator for multiple bargaining units; advised administrators on contract administration, employee performance and discipline and other employment matters; represented the Board of Education in grievance and interest arbitrations, prohibited practice and unit clarifications. **1979 to 1982** Assistant Administrator for Employee Relations for Kenosha Unified School District: Served as labor negotiator for multiple bargaining units; advised administrators on contract administration, employee performance and discipline and other employment matters; represented the school board in grievance and interest arbitrations.

EDUCATION SECTOR EXPERIENCE:

Member of the permanent panel of Hearing Officers for Chicago Public Schools and Chicago Teacher's Union (2013-2016). As an advocate represented Boards of Education as in house or private counsel from 1979 to 2003 including the following Wisconsin school districts: Milwaukee, Madison, Kenosha, Janesville, West Bend and others. Former member and President of Wisconsin School Attorneys Association. School Board Member in Menomonee Falls Wisconsin from 2004-2009. Classroom teacher from 1974-1976.

INDUSTRIES:

Automotive, Education, Food, Health Care, Manufacturing/Machinery, Metal fabrication, Plastics, Pulp/Paper/ Wood Products, Plastics, Ship building, Transportation, Utilities.

ISSUES:

Absenteeism, Arbitrability, Arbitration Costs, Discipline (Non-Discharge), Discipline (Discharge), Discrimination, Management Rights, Past Practices, Pension and Welfare Plans, Safety/Health Conditions,

Seniority, Sexual Harassment, Wages: Overtime Pay, Substance Abuse, Work Hours, Schedules, Assignments, Vacation Accrual, Violence or Threats

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service
Wisconsin Employment Relations Commission

DISCLOSURES:

Anne L. Weiland served as an elected official in the capacity of a school board member of the School District of Menomonee Falls, Wisconsin from 2004 through 2009

FEES:

PER DIEM FEE: \$1000.00

DOCKETING FEE: \$0.00

CANCELLATION FEE: \$1000.00

Grievance Arbitration: A per diem of \$1,000.00 is charged for hearing, study and writing the award. For pre-hearing or post hearing conferencing, study and writing an award this per diem is prorated in one hour increments based upon an 8 hour day. Travel time will be charged at the hourly, prorated per diem rate only if travel cannot be reasonably accomplished within the day of the scheduled hearing. Actual expenses for travel and accommodations will be charged including auto travel at the applicable IRS expense rate.

Interest Arbitration: Fees for interest arbitration shall be the same as for grievance arbitration except the per diem shall be \$1,100.00

Cancellation: One per diem will be charged per scheduled day of hearing if the notification of cancellation occurs within one week of the scheduled hearing date(s). Any prepaid and nonrefundable travel expenses shall also be charged.

The parties are jointly and severally liable for all fees unless agreement indicates otherwise. The arbitrator shall not charge any fees other than those stated above.

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