

WISCONSIN EMPLOYMENT RELATIONS COMMISSION
ARBITRATOR'S BIOGRAPHICAL SKETCH

NAME: Douglas V. Knudson

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DATE OF BIRTH: November 24, 1940

EDUCATION: BS (Economics)-U. Wis. Madison-1962
MS (Labor Relations)-U. Wis. Madison-1964

OCCUPATION: **Principal:** Arbitrator **Secondary:** Mediator

PROFESSIONAL AFFILIATIONS: FMCS & WERC Panels

EXPERIENCE:

Have issued several hundred awards in most categories of contract disputes in both the public and private sectors.

Issues include: discipline/discharge, absenteeism, alcohol & drug abuse, arbitrability, work-assignment, bargaining unit work, discrimination, dress code, health & welfare, holiday pay, incentive rates, job evaluation, job posting, layoff, management rights, overtime, past practice, pension, rate of pay, call in pay, safety rules, seniority, subcontracting, successor, training, union business, vacations, working conditions.

Industries include: cement, chemicals, coal mining, construction, food/beverage, foundry, furniture, health care, insurance, lumber, manufacturing, packaging, printing, pulp/paper, retail, restaurants, shipbuilding, textiles, transportation, trucking.

All areas of public sector employment, including public schools, post-secondary schools, cities, counties, towns and utilities.

1970-2000--WERC as a staff arbitrator, mediator, hearing examiner
1965-1970--Private Industry (Manufacturing)-Universal Oil Products in Milwaukee, WI and Parker Hannifin in Des Plaines, IL as a personnel supervisor
1964-1965--National Labor Relations Board as a field examiner

FEE AND EXPENSE PRACTICE:

Per diem: \$1,200 per eight hour day (prorated for time over eight hours) for hearing, mediation, travel, study and writing, with a one day minimum for hearing day.

Cancellation: \$1,200 if hearing/mediation is cancelled within 14 days of scheduled date; \$600 if cancelled less than 30 days of scheduled date.

Travel expenses: All actual expenses are billed, IRS rate for use of personal automobile.

Other expenses: Typing, reproduction and postage costs are billed.

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