

WISCONSIN EMPLOYMENT RELATIONS COMMISSION
ARBITRATOR'S BIOGRAPHICAL SKETCH

NAME: Fredric R. Dichter

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DATE OF BIRTH: April 2, 1946

EDUCATION: Business Administration - Boston University
 JD Law - St. John's University
 LLM Labor Law - New York University

OCCUPATION: **Principal:** Arbitrator **Secondary:** Attorney

PROFESSIONAL AFFILIATIONS: Secretary/Treasurer IRRRA, Wisconsin Chapter; Board of Directors of Labor Law and ADR Section, Section of Wisconsin Bar; AAA; ADR in Labor and Employment Committee of ABA Labor Section; SPIDR; National Academy of Arbitrators

EXPERIENCE: (Issues & Sector/Industry)

GENERAL EXPERIENCE:

Board Attorney	N.Y. State Labor Rel. Bd.	1972-76
Assoc. Gen. Counsel	Teamsters, Local 959	1977-79
General Counsel	Anch. Police Employees Assn.	1979-88
Attorney	Private Practice	1979-90
Attorney	Brigden & Petajan	1991-93
Adjunc. Prof.	Marquette Law School	1992-95

ISSUES:

Absenteeism, Alc. and Drug Abuse, Arbitrability, Bargaining Unit Work, Bumping and Recall, Call in and Callback, COLA, Contract Terms, Discharge and Discipline, Discrimination, Health and Welfare, Holiday and Holiday Pay, Insubordination, Job Evaluation, Job Classification, Job Posting and Bidding, Jurisdiction, Management Rights, Merit Pay, Official Time, Overtime, Past Practice, Pensions, Performance Appraisals, RIF, Safety, Seniority, Sexual Harassment, Subcontracting, Successor, Vacation and Vacation Pay, Work Assignment, and Work Performance.

INDUSTRIES:

Airlines, Bakery, Beverage, Communications, Construction, Education, Electrical, Food, Hotel/Restaurant, Insurance, Local Government, Lumber, Mach., Mining, Print & Publ., Retail Stores, Police/Fire, Public Sector Grievance, Public Sector Interest, Railroads, Schools and Utilities.

FEE AND EXPENSE PRACTICE:

Per diem: \$1,000
Cancellation - Full day per diem if canceled 30 days or less before hearing date.
One-half day fee if canceled more than 30 days before hearing date.
Travel using personal vehicle will be at the IRS rate

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