

WISCONSIN EMPLOYMENT RELATIONS COMMISSION  
ARBITRATOR'S BIOGRAPHICAL SKETCH

NAME: James W. Engmann

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DATE OF BIRTH: January 6, 1950

EDUCATION:

B.S. University of Wisconsin - Oshkosh 1972;  
M.A. University of Wisconsin - Milwaukee 1979;  
J.D. University of Wisconsin - Madison 1982

OCCUPATION: Principal: Arbitrator/Mediator; Secondary: Minister/Chaplain

EXPERIENCE: (Issues and Sector/Industry)

Mediator/Arbitrator: Wisconsin Employment Relations Commission: 1984-1995.

Issues include arbitrability (procedural and substantive), benefits (including vacations, holidays, clothing allowance, disability and health insurance), contract reopener, discipline and discharge, discrimination, job classifications/evaluations, leaves (including sick, funeral and military), management rights, past practice, seniority (including job positing/bidding, promotions, transfers and layoffs), subcontracting, wages/pay rates, work rules, and work schedules (including hours, overtime, call-in and call-back pay).

Sectors/Industries include Private: construction, food distribution, manufacturing, nursing home, ship building, trucking and utility; and Public: counties (including courthouse, health care centers, highway, human/social services, and Sheriff?s), cities (including city hall, maintenance, police and public works), K-12 school districts (including aides, custodial, food service, secretarial and teachers), VTAE districts (including teachers and support staff), and sewerage districts.

FEE AND EXPENSE PRACTICE:

Minimum: Once appointed, \$200 minimum for file preparation, scheduling and pre-hearing matters applies.

Per Diem: \$800 for travel, mediation, hearing, research, writing, award preparation and related activities, prorated per eight-hour day, with one day minimum for hearing day plus travel.

Expenses: copying, long distance telephone calls, postage, meals, transportation, parking, lodging and related expenses; use of personal automobile at 50 cents per mile.

Cancellations and Postponements: 31 days or more prior to the hearing date: \$200; 15 to 30 days prior to hearing date: \$400; 14 days or less prior to hearing: per diem.

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

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