

WISCONSIN EMPLOYMENT RELATIONS COMMISSION
ARBITRATOR'S BIOGRAPHICAL SKETCH

NAME: Sherwood Malamud

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DATE OF BIRTH: 7-7-43

EDUCATION:

Juris Doctor University of Wisconsin-Madison Law School • Madison, WI
Bachelor of Hebrew Letters in Talmud • Jewish Theological Seminary • New York City, NY
Bachelor of Arts in Political Science • City College of New York • New York City, NY

OCCUPATION: **Principal:** Arbitrator/Mediator

PROFESSIONAL AFFILIATIONS:

- Member, National Academy of Arbitrators
- Member, American Bar Association, Sections on Labor & Employment Law; Dispute Resolution
- Member, LERA
- Admitted to practice law in Wisconsin
- Chair, 1996-97, Labor & Employment Law Section, State Bar of Wisconsin

EXPERIENCE: (Issues & Sector/Industry), Full-time arbitration practice since July, 1983

Permanent Umpire for Milwaukee County and AFSCME District Council 48, 1983-2004

Panel arbitrator

WERC staff member, June 1973-1983

Private Sector Industries: Agriculture, coal, communications, construction, dairy, distillery, electrical equipment, feed and fertilizer, lumber, machinery, manufacturing, metal fabrications, printing and publishing, ship building and dry dock, stone, textile, trucking and storage, packaging and health care

Public Sector Employment Settings: County and city employees, social workers, health care workers, law enforcement, firefighters, courthouse, water, electric and sewerage utilities, library, county and city hall employees, clerical, sanitation, highway and street employees, public transit

Interest Disputes: From August 1987 to June 2017, I was selected to arbitrate 100 Interest (INT/ARB and MIA) cases

Issues: absenteeism, ALC & drug abuse, arbitrability, work-assign, bargaining unit work, demotion, discharge, discipline, discrimination, health & welfare, holidays & holiday pay, incentive rates/standards, job class, job evaluation, job posting & bidding, jurisdiction, layoff, bumping & recall, mgt rights, mergers, consol, contract terms, overtime, past practice, rate of pay, rept, call-in call-back pay, safety, schedules of work, seniority, severance pay, strike or lockout, subcontracting,

successor, training, transportation, union bus, vacations & vacation pay, work perf, work conditions, other, AWOL, COLA, contracting out, fair share fee, guaranteed work week, insubordination, leave of absence, other fringe benefits, performance appraisals, promotions, reassignment, red circle rate, shift hours, sick leave, wages, work week change, grievance mediation, benefit denials

FEE AND EXPENSE PRACTICE:

Interest and Grievance Arbitration: \$1,200 per 8-hour day or any part thereof spent in hearing, mediation, inclusive of travel to and from the hearing site. Preparation of an award billed in increments of a quarter of a day. When parties request multiple hearing dates in excess of two, the third and all other dates are purchased at the full per diem and are not subject to the cancellation fee policy. All days reserved for hearing are billed at the full per diem rate, once the hearing begins. For example, if five consecutive days of hearing are scheduled but canceled within the cancellation period, the first two days are billed at the cancellation rate, the remaining three at the full per diem rate. Once the hearing begins, all five days scheduled are billed no matter how long the hearing runs.

Miscellaneous Expenses: All expenses for meals, lodging and travel at actual cost; mileage when using personal automobile at IRS rate.

Cancellation Fee: First cancellation: \$1,000 for the first two days scheduled when cancelled or postponed within 14 days of hearing. Second cancellation: fee for first time hearing cancelled plus full per diem for second cancellation.

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