

WISCONSIN EMPLOYMENT RELATIONS COMMISSION  
ARBITRATOR'S BIOGRAPHICAL SKETCH

**NAME:** Sherwood Malamud

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**DATE OF BIRTH:** 7-7-43

**EDUCATION:** B.A. in Political Science, City College of New York 1965; Bachelor of Hebrew Letters in Talmud, Jewish Theological Seminary 1967; Juris Doctor University of Wisconsin Law School 1969

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

**PROFESSIONAL AFFILIATIONS:** National Academy of Arbitrators; Chair - State Bar of Wisconsin Labor & Employment Law Section, 1996-97; American Bar Association Labor & Employment Law Section; Minnesota Bureau of Mediation Services; LERA; ACR. Admitted to practice law in WI & PA; Nat. Med. Board.

**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, UMWA and Old Ben Coal Company; St. Francis Hospital (Milwaukee)/WI Fed. of Nurses

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 drydock, stone, textile, trucking and storage, packaging and health care

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

Interest Disputes: From August 1987 to October 1996, I was selected to arbitrate 75 Interest (INT/ARB and MIA) cases

Issues: absenteeism, ALC & drug abuse, arbitrability, work-assign, barg unit work, demotion, discharge, discipline, discrim, health & welfare, holidays & holiday pay, incentive rates/stds, job class, job evaluation, job posting & bidding, jurisdiction, layoff, bumping & recall, mgt rights, mergers, consol, contract terms, overtime, past practice, rate of pay, rept, callin callback pay, safety, sched of work, seniority, severance pay, strike

or lockout, subcontr, successor, training, transp, union bus, vacations & vac pay, work perf, work cond, 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: \$1,000 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: \$800 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.

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