

WISCONSIN EMPLOYMENT RELATIONS COMMISSION  
ARBITRATOR'S BIOGRAPHICAL SKETCH

**NAME:** Stanley T. Dobry

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**DATE OF BIRTH:** May 29, 1948

**EDUCATION:** Detroit College of Law (Detroit, MI: J.D. Cum Laude, 1974)  
University of Michigan (Ann Arbor, MI, AB, History 1970)

**OCCUPATION: Principal:** Arbitrator      **Secondary:** Attorney, Private Practice

**FORMER EMPLOYMENT:** Assistant City Attorney, Oxford, MI; Mich. Judicial Tenure Commission; Wayne County Neighborhood Legal Services; George T. Roumell, Arbitrator; Substitute teacher; GM Truck & Coach; Interstate Motor Freight; TRW; Johnson Controls; Macomb County Road Commission

**ARBITRATION ROSTERS:** AAA; FMCS; Iowa PERB; Michigan ERC; National Center for Dispute Settlement; NMB; Wisconsin ERC; Various courts – civil and family law mediation and case evaluation

**PERMANENT PANELS (partial list):** Alcoa Aluminum and UAW; Ford Motor and UAW; City of Grand Rapids, MI and IAFF; City of Detroit and AFSCME; Veteran's Administration and AFGE; Executone of Northwest Ohio and IBEW; Westinghouse Electric Inc. (The Knoll Group) and UBCJA; Budget Rent-A-Car Systems of Detroit and IBT; Harper Grace Hospital and SEIU; United States Postal Service and APWU; HealthSource Saginaw and AFSCME; Jackson County Schools and MEA/NEA; South Lyon Public Schools and South Lyon Education Association MEA/NEA; Detroit Edison Mediation and Arbitration Dispute Resolution Program; Meridian Industries (Cambridge Automotive Division) and UAW; Social Security Administration and AFSCME; West Branch Regional Medical Center and SEIU; McLaren Hospital and Michigan Association of Police; Waterford Township and Michigan Association of Police

**EXECUTIVE SUMMARY:** Arbitration practice since 1978. Including manufacturing, government, and education. Over 1000 cases heard. Certified: Statutory arbitration; Federal Sector arbitration. Frequent writer and speaker on related subjects.

**PROFESSIONAL AFFILIATIONS:** National Academy of Arbitrators (Michigan Regional Chair, National Coordinator Regional Activities); American Arbitration Association; Labor Employment Relations Association (President, S.E. Michigan); Association of Conflict Resolution Societies; State Bar of Michigan; Ukrainian American Bar

**INDUSTRIES ARBITRATED:** Agriculture, Airlines, Aluminum, Atomic/Nuclear Energy, Automobile, Automotive Parts, Bakery, Banking/Financial Services, Beverage, Brass/Copper, Canning, Cement, Ceramic/Glass, Chemicals, Clothing, Communications, Construction and Building, Container/Packaging, Dairy, Defense, Education, Electrical Equipment, Electronics, Entertainment/Arts, Federal Government, Feed/Fertilizer, Food Processing, Food Service, Foundry, Furniture, Gas/Electric Power, Grain, Health Care, Heating/Ventilation/Air Conditioning, Hospitals, Hotel, Instruments, Insurance, Iron, Janitorial, Laundry, Leather, Lumber, Local Government, Machine Tool/Hardware, Machinery, Manufacturing, Meat Packing, Metals/Metal Fabrication, Mining, Mobile Home, Office/Clerical, Organizations/Clubs (unions, clubs as employers), Nuclear power, Packaging, Paint/Varnish,

Paper/Pulp, Petroleum, Pharmaceutical, Plastics, Police & Fire, Printing, Public Sector (State and Local), Petroleum(Oil/Gas), Pharmaceutical, Plastics, Police and Fire, Printing, Public Sector (State and Local), Petroleum (Oil/Gas), Publishing, Radio/TV, Refrigeration/Air Conditioning, Retail Stores, Restaurant, Rubber, Sanitation, Scientific Controls, State Government, Service Industries, Steel, Telephone, Textile, Transportation, Trucking/Storage/Warehouse, Unions (as employers), Utilities (Gas, Water, Electric), Warehousing, Waste Disposal, Water and Sewerage

**Issues:** Ability, Absences/Leave, Alcohol/Alcoholism/Drug Abuse, **Agency Fees**, Americans With Disabilities Act, Apprentices/Trainees, Arbitrability (Procedural and Substantive), Applications, Automation, Bargaining Units; Bargaining Unit Work, Bidding, Bonuses, Call-In/Call Back, Classification, Coaching, Compensation, Compensatory Time, Contract Interpretation, Crew Size, Crimes and Misdemeanors, Demotions, Disability, Discharge and Discipline, Discrimination, Dishonesty/Theft, Employment, Employment-at-Will, Drinking, Drug Use, Environment, Environmental Issues, Expedited, External Law, **Fact Finder**, Fair share, Family and Medical Leave Act, Federal Sector, Fights/Altercations, Finality, Fraud, Fringe Benefits, Funeral Leave/Pay, Grievance/Arbitration, Grievance Procedure, Health care, Health/Welfare, Hiring, Holidays/Holiday Pay, Incentive Pay, Incompetence/Inefficiency, Insubordination, Insurance, **Interest Arbitrations**, Internet Usage, Job Assignments, Jurisdiction, Jurisdictional Disputes, Last Chance, Layoffs/Bumping/Recall/RIF, Leaves, Management Rights, Mediation, Medical Examinations, Mergers/Acquisitions, Negligence/Carelessness, Non-Disciplinary Discharge, Notices, Off Duty Conduct, O.S.H.A., Overtime, Past Practice, Pay Rates (i.e., COLA, Red circle Rate), Pensions, Performance Appraisal, Personal Conduct, Personnel Files, Police misconduct, Polygraphs, Posting/Bidding, Premium Pay, Probationary Employees, Production Standards, Promotion Standards, Recall, Remedies, Representation, Reporting Pay, Resignation, Retirement, Safety, Scheduling, Seniority, Severance Pay, Shift Assignment, Shutdown, Sick Time/Pay, Strike Misconduct, Subcontracting/Contracting Out, Successorship, Theft, Training, Transfers, Union Business, Union Representatives, Unions as employers, Union Rights, Vacancies, Vacations, Whistle Blower, Working Conditions, Work Assignment/Job Duties, Work Performance/Appraisal, Work Rules, Work Schedules, Work Stoppages

**SIGNIFICANT PUBLICATIONS:**

“Just Cause – A legal, historical and contractual overview – Revised & Improved 2015  
“The Books you Need to Own: An Updated Annotated Bibliography of Labor Arbitration Sources”  
“Legal Aspects of Workplace Violence”  
“Labor Arbitrator’s Mediation and Conciliation: Walking the Line” *Michigan Labor & Employment Law*  
“Crime and Violence in the Ohio Work Place: An Arbitrator’s Perspective.” (University of California)  
“An Arbitrator’s Perspective: The Internet & Social Media Particularly as it relates to Public Employment,”  
“Writing the Perfect Opinion”  
“Real Arbitrators Don’t Scoreboard” *Michigan Lawyers’ Weekly*  
“Social Media and Public Employees”

**FEE AND EXPENSE PRACTICE:**

\$1,400.00 for Grievance Arbitration, Interest Arbitration and Grievance Mediation.  
Per Diem for hearing and travel, plus preparation and writing time + lodging + travel expenses (\$.75 PER MILE for use of car, actual expenses for air travel and car rentals). Cancellation fee and Policy: Per diem fee if less than 31-day notice is given; \$250.00 docketing fee if case settled or withdrawn outside of 31 days.  
Detailed fee schedules will be forwarded to parties immediately upon selection.  
*Note: I am available to serve anywhere and anytime in the state.*

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