

**WISCONSIN EMPLOYMENT RELATIONS COMMISSION  
ARBITRATOR'S BIOGRAPHICAL SKETCH**

**NAME:** William K. Strycker

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**EDUCATION:** Indiana University, Bloomington IN. MS in Education 1969  
Indiana University, Bloomington IN. BS in Business 1968

**OCCUPATION:** Arbitrator/Mediator/Facilitator/Employment Relations Consultant

**EXPERIENCE: (Issues & Sector/Industry)**

Over 30 years of extensive experience in all facets of Human Resources and Labor Relations including but not limited to: contract negotiations, contract administration, mediation, arbitration (rights and interest), conflict management, labor/management collaboration initiatives, recruitment and selection, performance evaluation, compensation, benefits, diversity and training. Roles have included: Commissioner, Wisconsin Employment Relations Commission, Vice-President of Human Resources, Chief Negotiator, Director of Labor Relations, Manager of Employee Relations and Director of Diversity. Retired from advocacy roles on July 1, 2017.

Provided various collaborative services to Labor and Management depending upon client needs, including mediation, arbitration, training/facilitation, consensus bargaining, supervisor/steward training and conflict management.

**Sector/Industry:** Building Products, Cement, Construction, Dairy, Education (K-12 and College – teachers and support employees), Food Distribution, Grocery, Health Care, Landfill, Manufacturing, Machinery, Metal Fabrication, Municipal (City, Town, County, Utilities – Water & Sewerage), Non-Profit, Office Workers/Clerical, Packaging, Protective Services (Police and Fire), Public Sector-Grievance, Public Sector-Interest, State Government, Trucking and Storage, Utility, Warehousing.

**Issues:** Affirmative Action, Absenteeism, Arbitrability, Alcohol and Substance Abuse, Bargaining Unit Work, Compensation Systems, Computer Use, Discipline (Non-Discharge), Discipline (Discharge), Discrimination, Fitness for Duty, FMLA, Fringe Benefits, Health and Welfare, Hiring Practices, Holidays and Holiday Pay, Hostile Workplace, Impact of Technology, Job Classification, Job Posting and Bidding, Jurisdictional Disputes, Lay Offs-Bumping and Recall, Leaves of Absence, Management Rights, Overtime, Past Practice, Pensions, Promotions, Residency, Retirement, Safety/Health, Seniority, Sexual Harassment, Subcontracting, Transfers, Violence/Threats, Wages: (Cost of Living, Classification, Merit, Severance, Premium, Vacation), Work Assignments, Working Conditions, Work Jurisdiction, Work Hours, Work Rules, Work Stoppages.

**ARBITRATION ROSTERS:**

Wisconsin Employment Relations Commission  
Federal Mediation and Conciliation Service

**FEES:**

A per diem fee of \$1,200 is charged for each 8-hour day of hearing, mediation, study or writing. The full per diem is charged for all hearing days. More than one days per diem is charged and pro-rated where the day of hearing and travel extend beyond 8 hours. Preparation of the award is pro-rated at the per diem rate. Travel which occurs outside the actual day of hearing is pro-rated at the per diem rate. A cancellation fee of \$600 is charged for cases canceled within 30 calendar days of the hearing. A cancellation fee of \$1,200 is charged for each case canceled or postponed within 14 calendar days of the hearing.

Expenses – Actual costs of reasonable expenses including airfare, car rental, food and lodging. IRS rate for use of personal automobile, all travel expenses billed from Madison, Wisconsin.

Other –Secretarial and reproduction costs

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