

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

NAME: William K. Strycker

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

OCCUPATION: **Principal:** Arbitrator/Mediator/Facilitator
Secondary: 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, selection, compensation, benefits, diversity and training. Commissioner, Wisconsin Employment Relations Commission. Arbitrator Panel Member: FMCS, State of Wisconsin & AFSCME Council 24.

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

Issues: Absenteeism, alcohol and substance abuse, arbitrability, compensation systems, discharge, discipline, discrimination, fitness for duty, health insurance, holidays and holiday pay, job classification, job posting and bidding, job performance, lay offs – bumping and recall, leaves of absence, management rights, overtime, past practice, promotions, seniority, sexual harassment, subcontracting, technology changes, transfers, wages, work assignments, work hours, work jurisdiction, work rules.

FEE AND EXPENSE PRACTICE:

A per diem fee of \$1000 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 day's 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 \$500 is charged for cases canceled or postponed between 30 and 15 calendar days of the hearing. A cancellation fee of \$1000 is charged for each case canceled or postponed within 14 calendar days of hearing.

Travel - All expenses, IRS rate for use of personal automobile, all travel expenses billed from Madison, WI.

Other –Secretarial and reproduction costs

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