

WISCONSIN EMPLOYMENT RELATIONS COMMISSION  
ARBITRATOR'S BIOGRAPHICAL SKETCH

**NAME:** Gil Vernon

**MAILING ADDRESS:** 808 Carmichael Road  
Hudson, WI 54016

**E-MAIL:** verngil@aol.com

**TELEPHONE:** (715) 386-8966

**Residence:** N/A

**DATE OF BIRTH:** 8-28-50

**EDUCATION:** M.A., Univ. of Chicago, 1979 Industrial Relations and Personnel Management  
B.A., Hope College, 1972. Political Science

**OCCUPATION:** Arbitrator

**PROFESSIONAL AFFILIATIONS:** IRRA, SPIDR, AAA, NAA

**EXPERIENCE: (Issues & Sector/Industry)** Issues: Affirmative action, absenteeism, arbitrability, bargaining unit work, conduct demotion, discipline (non-discharge, discipline (discharge), discrimination; age, disability, race, sex, religion, national origin, drug/alcohol offenses, fringe benefits: bonus, holidays, insurance, leave, vacation, grievance mediation, health/hospitalization, hiring practices, job performance, job posting/bidding, jurisdictional disputes, layoffs/bumping/recall, management rights, past practices, pension and welfare plans, pension claim (Fed. Statute), promotion, retirement, safety/health conditions, seniority, sexual harassment, strikes, lockouts, work stoppages, slowdowns, subcontracting/contracting out, union security, wages: cost-of-living pay, holiday pay, incentive pay, job classification and rates, merit pay, overtime pay, severance pay, vacation pay, work hours/ schedules/assignments, working conditions/work orders, violence or threats. Industries: Aerospace, airlines, agriculture, aluminum, automotive, bakery, beverage, building products, brewery, broadcasting, canning, chemicals, communications, construction, education, electrical equipment/ appliances, electronics, entertainment/arts, food, foundry, furniture, glass/pottery, grain mill, health care, hotels/motels/casinos/resorts, hospital/nursing home, iron, machinery, meat packing, metal fabrication, mining, nuclear energy, office workers/clerical, organizations, packaging, petroleum/ petrochemicals, pharmaceuticals, plastics, plumbing, police and fire, printing and publishing, prison guard, pulp and paper, railroads, refrigeration/ HVAC, restaurants, retail stores, rubber/tire, shipbuilding/dry dock, sports, steel, stone/quarry, textile, tobacco, transportation, trucking and storage, upholstery, utilities, warehousing.

**FEE AND EXPENSE PRACTICE:**

Per Diem - \$1,800 per day plus expenses.

**CANCELLATION/POSTPONEMENT POLICY**

**hearing dates cancelled or postponed within 30 calendar days:** One (1) per diem charge

**Multiple hearing dates cancelled or postponed within 45 calendar days:** One (1) per diem charge for each day scheduled.

**Multiple hearing dates cancelled or postponed within 60 calendar days:** One (1) per diem charge for each day scheduled.

**PLEASE NOTE:** \*Number of days notice requirement does not include the day of hearing or the day written notice is actually received.

Cancellation/postponement notice must be by voice and in writing (by fax or e-mail). The date written notice is received is controlling.

If a case settles or is postponed on the day of the hearing or after travel to a hearing has commenced, all travel time and expenses to and from the hearing will be billed in addition to the day or days set aside for the hearing.

Activity for either arbitration or mediation after 5:00 p.m. starts a second day to be billed in one-half day increments. Expenses include transportation [airline, rental car and/or personal auto (billed at rate allowable by law)], lodging, meals, phone and incidentals. Travel outside the parameters of a normal hearing day will be billed at a prorated rate.

Arbitrator reserves the right to bill for out-of-pocket expenses immediately after scheduled hearing date. Hearing time, travel time, and study and preparation fees will be billed upon issuance of award.

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

8/2013