

WISCONSIN EMPLOYMENT RELATIONS COMMISSION  
ARBITRATOR'S BIOGRAPHICAL SKETCH

NAME: Janice K. Frankman, J.D.

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EDUCATION: University of Minnesota – B.S.  
William Mitchell College of Law – J.D.

OCCUPATION: Principal: Arbitrator and Mediator  
State Administrative Law Judge (1978 – 2000)  
Adjunct Professor (University of Minnesota Law School 2000-2005)

Arbitration Panels/Rosters: Federal Mediation and Conciliation Service, American Arbitration Association (1991-2005), Illinois Educational Labor Relations Board, Iowa Public Employee Relations Board, Michigan Employment Relations Commission, Minnesota State Court Roster of Neutrals, Minnesota Bureau of Mediation Services, Montana Labor Standards Bureau and Board of Personnel Appeals, National Mediation Board, Nebraska Commission of Industrial Relations, Wisconsin Public Employee Relations Commission, Air Line Pilots Association and Compass Airlines; Teacher Discharge Arbitration Roster – Minnesota; Jefferson County KY Board of Education and Jefferson County Teachers Association; USDA, Food Safety and Inspection Service/National Joint Council of Food Inspection Locals, AFGE; UFCW, Local 1564 and Smith's Food and Drug Stores, a Division of The Kroger Company, and Albertson's

PROFESSIONAL AFFILIATIONS: National Academy of Arbitrators, National Association of Railroad Referees, National Mediation Board, Minnesota State and Hennepin County Bar Associations

EXPERIENCE: (Issues & Sector/Industry)

Issues: Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Marital Status; Drug/Alcohol Offenses, FMLA, Fringe Benefits: Bonus, Holidays, HIPPA, Insurance, Interest Arbitration, 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, Promotion, Safety/Health Conditions, Seniority, Sexual Harassment, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Job Classification and Rates, Overtime Pay, Union Elections, Vacation Pay, Work Hours/Schedules/ Assignments, Working Conditions/Work Orders, Violence or Threats.

Bargaining Units: Airlines, Agriculture, Automotive, Bakery, Beverage, Chemicals, Coal, Communications, Dairy, Education, Electrical Workers, Entertainment/Arts, Federal Sector Grievance, Food, Gasworkers, Glass/Pottery, Grain Mill, Health Care, Hotels/Motels/Casinos/Resorts, Hospital/Nursing Home, Iron, Lumber, Machinery, Meat Packing, Mining, Office Workers/Clerical, Organizations, Packaging, Paint & Varnish, Police and Fire, Postal workers, Printing and Publishing, Prison Guard, Public Sector –Grievance and

Interest, Pulp and Paper, Railroads, Real Estate, Restaurants, Retail Stores, Service Workers, Steel, Transportation, Trucking and Storage, Utilities.

FEE AND EXPENSE PRACTICE:

Per diem: \$1150.00

Cancellation Fee - \$1150 if less than 30 days before hearing date for each scheduled day

Change Fee: \$1150 if less than 30 days before hearing date for each scheduled day (may be reduced or waived for good cause)

Docketing Fee: \$275.00 per party

Expenses: Reasonable and necessary (travel, lodging, meals)

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