

WISCONSIN EMPLOYMENT RELATIONS COMMISSION
ARBITRATOR'S BIOGRAPHICAL SKETCH

NAME: Barbara W. Doering

MAILING ADDRESS:

P.O. Box 2573
West Lafayette, IN 47906

TELEPHONE: (765) 463-7845 FAX: (765) 497-4094

DATE OF BIRTH: 12/6/43

EDUCATION: B.A. 1965, College of Arts & Sciences, Cornell University
M.S. 1969, School of Industry & Labor Relations, Cornell University

OCCUPATION: Principal: Arbitrator Secondary: Mediator/FF

PROFESSIONAL AFFILIATIONS: National Academy of Arbitrators, Society of Professionals in Dispute Resolution, American Arbitration Association, Industrial Relations Research Association

EXPERIENCE: (Issues & Sector/Industry) Mediator/Fact Finder since 1969. Full-time Staff of State Agency 1973-76. Arbitrator since 1974, admitted to National Academy of Arbitrators 1980.

PROFESSIONAL AFFILIATIONS: NAA, IRRA, ACR (formerly SPIDR), Panel Member: AAA, FMCS, NMB, MREP, Wisconsin, Indiana, Illinois, Iowa

EXPERIENCE: (Issues & Sector/Industry)

Arbitrator since 1974, admitted to National Academy of Arbitrators 1980. Ad Hoc Mediation & Fact Finding since 1969. Full time staff of Indiana Education Employment Relations Board 1973-1976; Bd. Member Indiana PERB 1990-2000 (Governor's Exec. Order).

Issues: Absenteeism & tardiness, accidents, alcohol & drug, discrimination (race, sex, union activity, religion), damage to company property, dishonesty, falsification, fighting, horseplay, immoral conduct, insubordination, off-duty conduct, poor work performance, sabotage, safety rules, sexual harassment, sleeping, strike violence, theft, threats. Bargaining unit work, subcontracting, use of temps, posting & bidding, layoff, bumping, recall, promotion, demotion, transfer, work assignment, shift schedule, vacation scheduling, overtime, mandatory overtime, hazardous duty pay, holiday pay, deductions from pay, incentive pay, 2nd year wage-rate, vacation pay at retirement, show up pay, craft jurisdiction, fairness of time study, dovetailing seniority, leaves, past practice, interest arbitration (police & fire).

Sector/Industry: In the Public Sector: schools, colleges, university, hospitals, city, county, police, fire, sheriffs departments, prison, state & federal agencies & military. Private Sector: airline, auto, bakery, beverage, broadcasting, chemicals, coal, construction, dairy, electronics, foundry, food service, grain mill, grocery, health care, journalism, printing, publishing, variety of manufacturing, meatpacking, metal fabrication, oil refinery, packaging, plastics, power companies, railroad, rubber, steel, telephone, trucking, warehousing, etc.

Mediation/Fact Finding: Schools: Indiana, Illinois, Iowa, Ohio, New York, Missouri. County Employees: New York, Iowa. Colleges/Univ.: Ohio, Iowa.

Interest Arbitration: Fire Fighters, Police, Tree Trimmers, Printers

FEE AND EXPENSE PRACTICE:

Per Diem Fee: \$900 (Hearing day is charged as full day. Writing time & travel time is pro-rated)

Expenses: Actual expenses from W. Lafayette, IN.

Cancellation: \$500 per scheduled hearing day, cancellation/postponement if less than 5 weeks notice;

\$650 per scheduled hearing day if less than 9 days notice.

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

10/04