

WISCONSIN EMPLOYMENT RELATIONS COMMISSION
ARBITRATOR'S BIOGRAPHICAL SKETCH

NAME: James W. Engmann

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DATE OF BIRTH: January 6, 1950

EDUCATION: B.S. University of Wisconsin - Oshkosh 1972
M.A. University of Wisconsin - Milwaukee 1979
J.D. University of Wisconsin - Madison 1982

OCCUPATION: Principal: Arbitrator/Mediator Secondary: Minister/Chaplain

EXPERIENCE: (Issues and Sector/Industry)

Mediator/Arbitrator: Wisconsin Employment Relations Commission: 1984-1995.

Issues include arbitrability (procedural and substantive), benefits (including vacations, holidays, disability and health insurance), contract reopener, discipline and discharge, discrimination, job classifications/evaluations, leaves (including sick, funeral and military), management rights, past practice, seniority (including job posting/bidding, promotions, transfers and layoffs), subcontracting, wages/pay rates, work rules, and work schedules (including hours, overtime, call-in and call-back pay).

Sectors/Industries include Private: construction, food distribution, manufacturing, nursing home, ship building, trucking and utility; and Public: counties (courthouse, health care centers, highway, human/social services, and Sheriff's), cities (city hall, maintenance, police, public works and transportation), school districts (aides, custodial, food service, secretarial and teachers), and VTAE districts (teachers and support staff).

FEE AND EXPENSE PRACTICE:

Minimum: Once appointed, \$250 minimum for file preparation, scheduling and pre-hearing matters applies.

Per Diem: \$1,000 for travel, mediation, hearing, research, writing, award preparation and related activities, prorated per eight-hour day, with one day minimum for hearing day plus travel.

Expenses: copying, long distance telephone calls, postage, meals, transportation, parking, lodging and related expenses; use of personal automobile at 50 cents per mile.

Cancellations and Postponements: 31 days or more prior to the hearing date: \$250; 15 to 30 days prior to hearing date: \$500; 14 days or less prior to hearing: per diem.

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