

ARBITRATOR'S BIOGRAPHICAL SKETCH

NAME: Stephen A. Bard

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DATE OF BIRTH: April 1, 1941

EDUCATION: Southwest High School, Minneapolis, MN (1958) - Salutatorian
University of Pennsylvania; University of Minnesota - B.A. Magna Cum
Laude, Phi Beta Kappa (1962); University of Minnesota Law School-
LLB (1965)

OCCUPATION: **Principal:** Arbitrator **Secondary:** Retired Attorney

PROFESSIONAL AFFILIATIONS: FMCS; Minnesota BMS, WERC

EXPERIENCE: (Issues & Sector/Industry)

Grievance: Beginning in 1976, have averaged approximately 10 cases per year. Issues range: Arbitrability, bargaining unit work, holidays and holiday pay, job classes, job evaluation, management rights, overtime, past practice, scheduling, seniority, severance pay, training, vacations and vacation pay, promotions, reassignments, discipline, comparable worth statute, etc. Public and private sectors in numerous industries.

Interest: Beginning in 1978, averaging 1-2 cases per year. Conventional issue by issue arbitrations and final offer arbitrations.

FEE AND EXPENSE PRACTICE:

Per diem:		\$900
Cancellation - Canceled between seven and twenty-one days before hearing:		\$450
Canceled less than seven days before scheduled hearing date		\$900 + expenses
Docketing Fee:		\$100.00 per party
Out-of-Pocket Expenses:		
Mileage:		50 cents per mile
Secretarial Services:	Inhouse:	\$18.00 per hour
	Outside Service:	Actual cost incurred.
Photocopies:		15 cents per copy
*Long Distance Travel, Hotels, Meals		Actual costs incurred.

* Non-refundable portions of airfares and hotel reservations booked in advance will be charged in the event of settlement or cancellation.