

Sharon K. Imes

Education:	1980	M.A.	University of Wisconsin - Madison Public Policy and Administration
	1969	B.A.	University of Wisconsin - Madison
	1961-66		University of Nebraska - Lincoln

Added Training: Law School Courses at the University of Wisconsin - Madison in Labor Law, Collective Bargaining, Contract Administration; Continuing Legal Education Seminars in Evidence, Sexual Harassment

Employment: 1978-Present
Arbitration Panels: Federal Mediation and Conciliation Service, National Mediation Board, Wisconsin Employment Relations Commission, Illinois Education Services Board, Iowa Public Employment Board, Minnesota Bureau of Mediation Services, Nebraska Commission of Industrial Relations Fact Finders.

Arbitration Permanent Panels: Permanent arbitrator for a number of public and private panels. Most recent listings include City of Minneapolis and its 23 bargaining units; Hollister Corporation and UAW Local 282; Lodestar Energy, Inc. and United Mine Workers of America, State of Wisconsin and AFSCME; State of Nebraska and NAPE/AFSCME, Local 61; State of Minnesota and AFSCME Council 6; and City of St. Paul, MN and AFSCME Council 14, Locals 1842 and 2508. Also serve as a hearing officer for the State of Nebraska and NAPE/AFSCME.

Issues: Discharge and discipline, job evaluation, job classification, work assignment, seniority, promotion, layoff, bumping, recall, overtime pay, union business, vacation and vacation pay, holidays and holiday pay, scheduling of work, fringe benefits, jurisdictional disputes, working conditions, rate of pay, management rights, job posting and bidding, wage issues, procedural and substantive arbitrability, language interpretation, past practice, severance pay, training, sexual harassment, interest arbitrations.

Industries: Large and small manufacturing, bakeries; chemicals; coal; foundries; gas and electric power; health care; insurance; iron and products; metal fabrications; organizations; container packaging; private education; pulp and paper products, service industries; transportation, warehousing; state and local governmental units including prisons, hospitals, mental institutions, professionals, highway patrol, police and fire, public works, clerical, food workers, maintenance; some federal sector and education.

Mediator, Wisconsin Employment Relations Commission (Winter, 1988, 1990-91, 1991-92, 1992-93),

Part-time Instructor, University of Wisconsin - La Crosse, Political Science and Public Administration including courses on Public Sector Collective Bargaining and Contract Administration, Chippewa Valley Technical College, Business and Industrial Relations (Fall, 1989).

Professional Affiliations National Academy of Arbitrators (since 1987), Labor Relations Research Association (1983-2012).

Fees: Per Diem: \$1,100.00.
Cancellation Fee: \$1,100 per diem if hearing is re-scheduled or cancelled within twenty-one days of the scheduled date or if a continuance is granted and the case is ultimately resolved without a hearing.
Expenses: Parking, meals, lodging and travel from nearest office or split between hearing locations when hearings are held back to back.

Explanation of Fees for Sharon K. Imes, Arbitrator

The code of Professional Responsibility for Arbitrators of Labor-Management Disputes and the Arbitration Policies and Procedures of the Federal Mediation and Conciliation Service [Section 1404.15(c)] require that I divulge all charges and obtain agreement thereto immediately after appointment. My fees and expenses are explained below:

Per Diem Rate: A \$1,100.00 per diem rate applies to any day in which the hearing and travel time results in more than four hours and less than ten hours in a single day. Any day in which the hearing and travel time is less than four hours is billed at one-half of the per diem rate. Additional days of hearing, if consecutive, are charged the per diem rate for each additional day.

Study Time: The per diem rate is applied pro-rata to actual time spent reviewing testimony, exhibits, briefs, citations, etc. as well as to time spent writing the opinion and award.

Expenses and Travel Time: All actual expenses, including air fare at the lowest fare in coach class for convenient flights at the time of purchase, car rental, cab fare, mileage at the current IRS allotted amount for personal vehicle use, tolls, parking, lodging and any cancellation fees or change fees charged by airlines, hotels, rental car companies, etc. will be billed to the parties. *Further, unless the parties request otherwise, I will purchase the least expensive airline ticket and any airline change or cancellation fees incurred because of rescheduling, postponement or cancellation of a scheduled hearing will be billed to the parties.*

If travel is required the day before the hearing or the day after the hearing, one-half of the per diem shall be assessed. If hearings with different parties are scheduled back to back, the travel time charged will be divided equally between the parties. All actual travel expenses are charged from the closest office if only one hearing has been scheduled. If back to back hearings have been scheduled, the actual travel expense between the hearing locations is divided equally between the parties.

Postponements and Cancellations: \$1,100 per scheduled day of hearing if hearing is re-scheduled or cancelled within twenty-one days of the scheduled hearing date or if a continuance is granted and the case is ultimately resolved without a hearing. Fees may be waived for good cause.