

Howell L. Lankford

Occupation: Labor-management arbitrator and mediator.

Contact information: P.O. Box 22331, Milwaukie, OR 97269-0331; (503)349-3842, hll@iname.com.

Organizations, publications: 2010-2013 Member or the Board of Governors and Past NW Regional Chair of the National Academy of Arbitrators. Past Chair of the Oregon State Bar Labor & Employment Law Section. Past Editor of the *Washington Labor Law Digest*. Past Editor of the annual University of Oregon PERC *Casebooks* and of the LERC *Monograph* series, including *Individual Statutory Rights of Represented Employees*. Author of the Oregon State Bar CLE *Labor & Employment Law* chapter, enforcing public sector collective bargaining agreements, 1990, 1994, 1997, 2002 and 2012.

Experience as a neutral: Full time private practice as a neutral in labor relations since 1984. (1979-1984: ALJ for the Oregon Employment Relations Board.) Grievance arbitration, mediation, and factfinding cases involving (1) cause for discipline and discharge and (2) contract interpretation issues including arbitrability, evaluation, layoff/bumping, seniority, subcontracting, safety, discrimination and harassment, FMLA, disability, alcohol & substance abuse & testing, overtime, salary administration, classification, fringe benefits, assignment and transfer, incentives, union security & fees, FLSA, jurisdictional disputes, etc. Interest arbitration cases in police, fire, corrections, communications, transportation, and marine units and in the private and federal sectors. Police Internal Affairs Auditor for the City of Eugene, Oregon (2001-2005).

Prior experience: Truck driver, dispatcher, carpenter, asst. restaurant manager, disability agent, personnel agent, Asst. Professor of Philosophy (University of Alabama), Oregon Attorney (now inactive), Deputy Labor Relations Counsel for Multnomah County, Oregon.

Education: J.D., University of Oregon, 1977; M.A., K. Phl., Northwestern University, (Evanston, Illinois) 1968; B.A., Reed College, 1965.

Public lists: AAA; FMCS; Oregon ERB; Washington PERC; Montana BPA; Idaho DOL; Hawaii HLRB.

Current & recent private panels (a partial list): APEA Article 7 Arbitrator; Oregon State Hospitals (nurse units) & AFSCME; Oregon Health Science University & AFSCME; State of Oregon & SEIU (sole State-wide classification dispute arbitrator); Univ. of Washington & SEIU; State Of Washington & WSEA (AFSCME); PacifiCorp & UW (Wyoming); FAA & NATCA (Pre-Arb.); State of Alaska & PSEA; State of Alaska and MM&P, State of Alaska and APEA; Boeing & IAM; Transdev Services & IBT; State of Oregon & SEIU (Home Care Workers, Adult Foster Care Workers, etc.); AT&T Mobility and CWA.

Fees: \$2,000 / (7 hour) day of grievance arbitration hearing, research, study and writing time, plus costs. \$2,500 per day for interest arbitration, mediation, or post-*Pyette* statutory issues. Transportation & expenses billed from nearest Hawaiian island major airport. Cancellation and set over fees: one day's fee (at the rate for that case) per scheduled day of hearing if notice is received by my office less than 30 calendar days prior to scheduled hearing. For hearings scheduled for three or more days, the minimum cancellation/set over notice period is 60 days.

(07/01/2022)