

MICHAEL ANTHONY MARR

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Present Occupation: Attorney, Arbitrator and Mediator

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PROFESSIONAL AFFILIATIONS:

Washington State Bar Association (1979)	Hawaii State Bar Association (1980)
Supreme Court of the United States	United States 9th Circuit Court of Appeals
United States District Court/Western District of Washington	United States District Court of Hawaii
Labor and Employment Relations Association	Society of Federal Labor Relations Professionals
State of Hawaii Broker and Realtor	

EDUCATION:

BA	Political Science	University of Washington, 1975 (Magna Cum Laude and Phi Beta Kappa)
JD	Law	University of San Francisco, 1978 (Two Scholarships)

JUDICIAL EXPERIENCE:

September 17, 1987 through October 30, 2022 – District Court Judge (Per Diem – Retired – FTE 11 years and 11 months)

Alumni, National Judicial College

Retired Judge, American Judges Association

ARBITRATION/LABOR RELATIONS EXPERIENCE:

February 16, 1979 to Present - Law Offices of Michael Anthony Marr

With the exception of providing legal services to Hawaii's indigent community, the law practice is dedicated to providing arbitration, mediation, and other neutral services in the area of labor and employment law in the federal, public, and private sectors. Arbitrator/mentor for the Oregon Labor Relations Board.

INDUSTRIES:

Military (army, navy, air force, and national guard), architecture, airlines, aerospace, medical/hospital, advertising, automotive, bakery, banking, broadcasting, education, communications, construction, engineering, food (manu./proc./service), energy and nuclear power, entertainment/arts, hotels/motels/casinos/resorts, machinery, oil, gas, and petrochemicals, United States Border Guards, police and highway patrol, sheriffs, prison guards, fire, public utilities, office workers/clerical, organizations, printing and publishing, public utilities, real estate, shipbuilding/dry docks, transportation, trucking and storage, warehousing, and restaurants.

ISSUES:

Interest arbitration, jurisdiction, arbitrability, absenteeism, conduct (off-duty)/personal, demotion, employee discipline (discharge and non-discharge), discrimination, age, race, disability and sex, grievance procedures, drug/alcohol offenses, collective bargaining, agreement interpretation, lay-offs/bumping/recall, past practices, seniority, subcontracting/contracting out, hiring practices, work conditions and safety, work orders, job performance, seniority/tenure/reappointment, harassment, violence/threats, management and union rights, arbitrability (procedural and substantive), complex discovery and prehearing motions, i.e., nonmutual offensive issue preclusion, res judicata, protective orders, and summary disposition, and National Labor Relations Board Deferrals.

ARBITRATION/MEDIATION ROSTERS:

United States District Court of Hawaii Mediation Panel	Federal Mediation and Conciliation Service
Hawaii Labor Relations Board	Oregon State Employment Relations Board
California State Mediation and Conciliation Service	Los Angeles City Employee Relations Board
Maine Labor Relations Commission	Michigan Employment Relations Commission
Montana Board of Personnel Appeals	National Association of Securities Dealers

National Arbitration Forum
Nebraska Employee Relations Board

Nevada Employee Relations Board
Washington State Labor Relations Commission

PANELS AND/OR MULTIPLE SELECTION:

United States of America/Various Federal Sector Unions
State of Hawaii/United Public Workers
State of Hawaii/Hawaii Government Employees Union
State of Hawaii/Hawaii State Teacher's Association
Hawaii County Governments/State of Hawaii Police Officers Organization
Hawaii County Governments/United Public Workers
Hawaii County Governments/Hawaii Government Employees Association
Kuakini Hospital/Hawaii Nurses Association
Aloha United Way/United Public Workers
Oahu Transit Services, Inc./Hawaii Teamsters & Allied Workers, Local 996, AFL-CIO.
Association of Aerospace Workers and American Presidential Lines- (Also listed as a "Permanent Arbitrator")
State of Alaska/International Masters, Mates, and Pilots Union
State of Washington and political subdivisions/Various Public Sector Unions
State of Oregon and political subdivisions/Various Public Sector Unions
Los Angeles Police Department/Various Public Sector Unions

PUBLICATIONS:

Former Editor and primary writer for the Hawaii Labor and Employment Law Alert ("HLELA"). The HLELA was published four (4) times per year, once for each season, and alerted attorneys and neutral service providers to labor and employment law opinions issued by the United States Supreme Court, the United States 9th Circuit Court of Appeals, the State of Hawaii Supreme Court, the Hawaii Intermediate Court of Appeals, the Hawaii Labor Relations Board, the National Labor Relations Board, and the Federal Labor Relations Authority.

PUBLIC SERVICE AND COMMUNITY SERVICE WORK:

Trustee, State of Hawaii Supreme Court Client Protection Fund
Member, State of Hawaii Supreme Court Commission on Civility and Professionalism
Volunteer Judge for the State of Hawaii Supreme Court's Speaker Program
Volunteer Appellate Court Judge for the University of Hawaii Mock Trial Program
Volunteer Trial Judge for the State of Hawaii Annual High School Mock Trial Tournament
Volunteer Mediator at the Mediation Center of the Pacific
Pro Bono attorney for Volunteer Legal Services Hawaii

VIRTUAL ARBITRATION: ADR services (arbitration and mediation) are available provided both parties consent. Arbitrator uses the Zoom format. Absent an agreement, in-person hearings shall be held.

FEE SCHEDULE: PER DIEM FEE: \$1,200 DOCKETING FEE: \$0 CANCELLATION FEE: (See below)

Grievance Arbitration: The per diem rate is \$1,200 per day. An arbitration hearing day constitutes any portion up to eight hours. Research, review, preparation of the decision and award are prorated at the per diem rate.

Cancellation Policy: If the scheduled hearing is canceled or postponed with at least thirty (30) calendar days' notice there shall be no cancellation fee. Otherwise, the cancellation fee shall be at the per diem rate for each day canceled or postponed. The Arbitrator retains the sole discretion to waive a cancellation fee and on several occasions has done so. The parties are advised to please take their time negotiating settlement prior to having a grievance docketed for arbitration. The Arbitrator, after notice of selection, is in no rush to have a grievance docketed.

Interest Arbitration, Fact-finding and Labor Mediation: Arbitrator charges \$2,000 per day (for up to 8 hours). Time for research and preparation is prorated at \$250.00/hour.

Travel Time and Costs: Arbitrator charges the per diem fee, prorated, for any portion of a travel day up to a maximum of eight hours. This eight-hour maximum includes airtime, wait time at airport(s), ground travel from the airport to and motel room. The parties are also responsible for lodging and meals. Travel time and costs begins to be calculated for matters concerning the states of Washington, Idaho, Alaska, Colorado, Montana, Arizona, Nevada, Texas, and Utah, from Seattle, for the state of Oregon, from Portland, the state of California, from San Francisco, and the state of Hawaii, Honolulu.