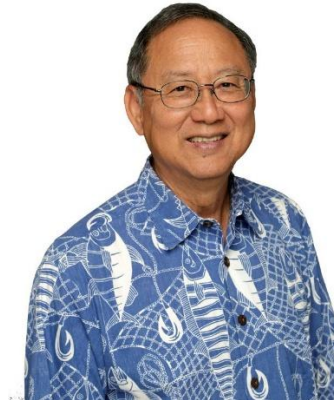


Lou Chang
Mediator, Arbitrator, Attorney
Member, National Academy of Arbitrators
P.O. Box 61188, Honolulu, Hawaii 96839
Phone: (808) 384-2468; Email: louchang@hula.net
www.louchang.com

RESUME

Mediator, Arbitrator and/or Facilitator:

Mediator since 1984. Arbitrator since 1978.
Member, National Academy of Arbitrators.
Recognized by peers as one of the “best lawyers” in the fields of arbitration and mediation (2005 to 2026) “2018 and 2024 Mediation Lawyer of the Year”, “Lawyer of the Year: 2016, Arbitration. and 2013, Alternative Dispute Resolution”.



Labor & Employment Arbitration, Mediation and Fact Finder: Panel arbitrator under various public and private sector collective bargaining agreements. Arbitrations of labor and employment matters have included interest, discipline and termination grievance arbitrations concerning wages, FLSA, benefits, attendance, theft, workplace violence, dishonesty, job performance, conduct, violations of work rules, drugs, discrimination, harassment, statutory rights and contract interpretation issues. Mediation matters have involved interest, impact bargaining, discipline and contract interpretation matters and at will wrongful termination, EEO, Worker Compensation, whistle-blower, sexual discrimination, age and ethnicity discrimination and sexual harassment.

Attorney at Law: Business, contracts, construction, civil and commercial lawyer (licensed in the federal and state courts of Hawaii). Arbitrator and mediator concentrating in construction, commercial, corporate, condominium, community association, real property, financial services, arbitration and litigation. Majority of practice in construction law dealing with a broad range of design and construction deficiencies,

changed conditions, change orders, bond claims, insurance defense and coverage, product defects, petroleum and mold contamination and other issues. Remainder of practice includes labor and employment matters, property, corporate, professional liability, franchise, banking and financial services.

Educational Background: University of California School of Law, Berkeley, Juris Doctor 1973. University of Hawaii, Bachelors of Art, 1969 (Phi Beta Kappa)

Professional Associations: National Academy of Arbitrators (Chair of the Advocates Continuing Education Sub-Committee, 2015-17) Hawaii Bar Association and its Sections on Labor & Employment and Alternative Dispute Resolution (Co-Chair 2011-15). American Arbitration Association, Board of Directors (1997-2005) Industrial Relations Research Assoc. (Hawaii Ch.) (IRRA), LERA (2016), Association for Conflict Resolution (Hawaii Ch.) nka Conflict Resolution Alliance (ACR-Hawaii Board Director 2012-2014). Society of Professionals in Dispute Resolution (SPIDR), Director [1993 - 99], Qualification Commission, Co-chair, Commercial Sector, Past President - Hawaii Chapter.

Sample Labor and Employment Mediation, Arbitration and Neutral Services cases:

Arbitrator, Mediator and Mediator/Arbitrator of contract interpretation and grievances arising under collective bargaining agreements. Interest arbitrator for collective bargaining wage reopener.

Administrative Agency Hearing Officer: Dept. of Land & Natural Resources (contested case hearings for licensing, vessel impoundment, conservation district and shoreline management matters), Department of Health (contested case hearings for permitting and Health Department services. Investigator of EEO and workplace violence complaints and Fact Finder for employment discrimination, supervisory and intra-organizational disputes) and Department of Transportation (forfeiture and enforcement actions).

Mediator-Arbitrator of grievance, contract interpretation and interest disputes.

Interest Arbitrator, Neutral Chair for fire fighter contract impasse.

Tie-Breaking Umpire for Union-Management Industry Trust Fund dispute.

Mediator of labor and employment discharge, discrimination (Title VII and ADEA), violence, whistle blower and harassment claims, family business and professional liability matters.

Investigator and Fact Finder of internal agency, department and organization supervisor-staff disputes, workplace violence, discrimination, harassment and whistle blower complaints.

Schedule of Fees and Costs:

Arbitration Services: \$325.00 per hour plus GET

Mediation Services: \$375.00 per hour plus GET

Neutral Services: \$325.00 per hour plus GET

Cancellation Policy: \$1,500.00 per day for scheduled and reserved hearing dates that are cancelled with less than 7 calendar days of notice.

Costs: Air travel, lodging and rental car expenses incurred if travel is required.