

## Howell L. Lankford, NAA

- Occupation: Labor-management grievance arbitrator and mediator, and interest arbitrator.
- Contact: P.O. Box 22331, Milwaukie, OR 97269-0331; (503)349-3842, hll@iname.com.
- Organizations, publications: NAA: Past Member of the Board of Governors, past Membership Chair (2019-2022), past Regional Chair and member of the Arbitrator ethics committee of the National Academy of Arbitrators. Fellow of the College of Labor and Employment Lawyers. 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 chapter on enforcing public sector collective bargaining agreements in *Labor & Employment Law*, 1990, 1994, 1997, 2002 and 2012. Editorial staff of the 2025 edition of *How Arbitration Works* and of *Interest Arbitration* (3<sup>rd</sup> Ed., Will Aitchison, et al, LRIS 1922). Faculty member of various AAA programs and of the FMCS (now NAA) Becoming a Labor Arbitrator program.
- Experience as a neutral: 1979-1984: ALJ for the Oregon Employment Relations Board. Full time private practice as a neutral in labor relations since 1984. **Grievance arbitration and mediation**, cases involving (1) cause for discipline and discharge and (2) contract interpretation issues including arbitrability, evaluation, RIF, seniority, subcontracting, safety, discrimination and harassment, FLSA, FMLA, disability, alcohol & substance abuse & testing, overtime, salary administration, skimming, double-breasting, layoff & recall, classification, health insurance, fringe benefits, assignment and transfer, accommodation, incentives, union security & fees, etc. **Interest arbitration** in police, fire, corrections, communications, school & public transit, K-12, community college and university, city and county, inland waterways (Masters & Mates, Engineers, Deckhands), union staff, and in the private and federal sectors. **Along the way:** Police Internal Affairs Auditor for the City of Eugene (2001-2005); sole classification dispute arbitrator for Oregon and its largest union for several contracts; postal jurisdiction dispute arbitrator for five years; initial contract mediator for SEIU and the Oregon senior care industry under a card check agreement.
- Prior experience: Driver, dispatcher, carpenter, asst. restaurant manager, disability agent, personnel agent, Asst. Professor of Philosophy (University of Alabama), 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.
- Current & recent private panels (a partial list): Oregon State Hospitals (nurse units) & AFSCME; Oregon Health Science University & AFSCME; Oregon Corrections Department & OACE ; 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.
- Fees: \$3,200 / (7 hour) day of grievance or interest arbitration hearing or grievance mediation plus research, study and writing time and hotel and car or Lyft costs. I pay travel time and costs to the nearest major HI airport. Cancellation and setover fees: one day's fee per scheduled day of hearing if notice is received by my office less than 30 days prior to the scheduled beginning of the hearing. For hearings scheduled for four or more days, the minimum cancellation or setover notice period is sixty days. Same rate for remote or in-person hearings. I require a written record of all hearings. Workshops for expenses only on arbitration topics for labor, management, or joint groups.
- (06/01/26)