

GARY W. KLOEPFER AAA and FMCS Arbitrator # 4239

E-MAIL gwkloepfer@gmail.com

OFFICE: 202-251-1495

PRESENT OCCIPATION: Labor Arbitrator

FIRST BUSINESS ADDRESS: PO Box 548 North Bend, Ohio 45052

PROFESSIONAL AFFILIATIONS Labor and Employment Relations Association (LERA)

ARBITRATION EXPERIENCE

1980- 2013 – Labor Arbitration Advocate 2013 – 2018 – Labor Arbitrator

PROFESSIONAL SUMMARY

Highly skilled Arbitrator/Mediator providing exceptional professional skills resolving disputes that maintained and solidified the parities working relationship for more than 35 years. Analyzed complex difficult issues with expert knowledge of a variety of Labor Relations issues using expert problem-solving techniques

Highly skilled Arbitrator and Mediator with prior experience on the Union side as negotiator, Arbitration advocate, and mediator for more than 35 years. Analyze complex difficult issues with expert knowledge using high-level problem-solving techniques. Prepared and presented over 500 arbitration cases. Serve as a Panelist on the Labor Arbitrator Panels for the Federal Mediation and Conciliation Service Mediator (FMCS) and the American Arbitration Association (AAA). Knowledge and experience of Labor Law and Contract Interpretation, e.g. expertise in the practice of Labor Relations, contract negotiation, mediation and arbitration. Held multiple key representative positions with responsibility while serving as chief spokesperson in eight (8) local contract bargaining sessions as well as one of the principle negotiators in five (5) national Collective Bargaining contract negotiations and two (2) Interest Arbitration Hearings covering approximately 350,000 postal bargaining unit.

EXPERIENCE

Mediation Panels

Federal Mediation and Conciliation Service Qualified Member of the Association for Conflict Resolution

Arbitration Panels

American Arbitration Association (AAA), Federal Mediation and Conciliation Service (FMCS) # 4239, Federal Mediation and Conciliation Service Qualified Mediator, State Employment Relations Board for the State of Ohio, Pennsylvania Bureau of Mediation, Department of Labor and Industry, Illinois Educational Labor Relations Board, Kentucky Labor Cabinet, Panelist for Indiana Education Employment Relations Board (IEERB), Pennsylvania Labor Relations Board, Panelist for Indiana Education Employment Relations Board (IEERB), Oregon Labor Relations Board, Financial Industry Regulatory Authority FINRA), Better Business Bureau

Formal Panels - Virginia General District Court DC Bar Attorney Client Arbitration Board (ACAB) District of Columbia Court of Appeals – Hearing Board Member for Board of Responsibility

EDUCATION

National Labor College Bachelor of Arts: Union Leadership and Administration and Labor Safety and Health.

University of Georgia Certified Mediator Certificate.

INDUSTRIES: Automotive, beverage, building products, construction, dairy, education, food (manufacturing, processing, service), foundry, industrial safety and health, machinery, meat packing, metal fabrication, office/workers/clerical, packaging, plastics, plumbing, police and fire, power and energy, prisons/jails, school bus transportation. **ISSUES:** Absenteeism, arbitrability, bargaining unit work, conduct (off duty), discipline (discharge and non-discharge) disability discrimination, drug/alcohol offenses, holidays, insurance, leave, vacation, job performance, job posting and bidding, layoffs/bumping/recall, management rights, past practices, safety and health conditions, seniority, subcontracting/contracting out, union security, cost of living pay, holiday pay, incentive pay, job classification.

CURRENT FEES:

Labor Arbitration/Mediation: \$1,100 per day.

Cancellation/Postponement Fees: \$1,100 per scheduled day if 12 calendar days' or less notice prior to the first scheduled hearing day; \$900, if more than 12 days but less than 30 calendar days' notice. Other fee arrangements apply to hearings of 3 or more days in length.

Travel/subsistence fees: Actual costs and expenses, including clerical.

Interest Arbitration/Factfinding: \$1,300.00 per scheduled day.

Cancellation/Postponement Fees: \$2,000 per scheduled day in the absence of 12 days' notice prior to the first scheduled hearing day; \$1,000 per scheduled day, if more than 12 days but less than 30 days' notice. Other fee arrangements apply to hearings of 3 or more days in length.

Travel/subsistence fees: Actual costs and expenses, including clerical.