

**JOSEPH W. DUFFY**

**Email:** [jw.duffy@comcast.net](mailto:jw.duffy@comcast.net)

**Present Occupation:** Labor-Management Arbitrator

**Business Address:**  
PO Box 12217  
Seattle, WA 98102-0217  
Phone: (206) 328-2472  
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**Second Business Address:**  
1950 W. Corporate Way  
PMB 29292  
Anaheim, CA 92801

**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators  
Washington State Bar Association (Inactive effective 2015)

**EDUCATION:**

JD Seattle University School of Law  
MPA University of Washington  
BA Columbia

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**1993 – Present:** Labor arbitrator. **1995 – 2004:** Commissioner of the Washington State Public Employment Relations Commission. The Governor appointed me to this part-time position in 1995 and reappointed me in 1999 for a term that expired in 2004. Along with two other commissioners, I heard and decided appeals from the decisions of hearing examiners and the PERC Executive Director. **1996 – 1999:** Lecturer, University of Washington School of Business. I taught courses in negotiation and introduction to law. **1977 – 1992:** Vice-President of Employee Relations, King Broadcasting Company, Seattle, WA. I was responsible for all aspects of labor/management relations and personnel policy for this regional communications company. The workforce consisted of 1400 employees working in the radio, television and cable television industries at eighteen locations in six states (CA, HI, ID, MN, OR, WA).

**INDUSTRIES:**

Broadcasting, communications, community college faculty, construction, electrical utilities, fire fighting, food processing, government (city, county, federal), health care, high technology, hotel & restaurant, manufacturing, maritime, metal working, mining, newspaper, nuclear energy, package delivery, oil refining, police, postal service, public transit, railroad, retail grocery, school districts, shipyards, telephone, truck manufacturing, trucking, warehousing.

**ISSUES:**

Arbitrability, attendance, bargaining unit work, benefits, compensation, contract interpretation, contracting out, demotion, discipline and discharge, hazard pay, hiring practices, holiday pay, incompetence, job classification, layoff, off-duty misconduct, overtime, premium pay, scheduling, seniority, sexual harassment, vacation, work assignment.

**PERMANENT PANELS:**

I serve on a number of permanent panels in the private and public sectors.

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**ARBITRATION ROSTERS:**

American Arbitration Association  
California State Mediation and Conciliation Service  
Federal Mediation & Conciliation Service  
Los Angeles City Employee Relations Board  
Montana Board of Personnel Appeals  
Oregon Public Employment Relations Board  
Washington Public Employment Relations Commission

**PUBLISHED CASES**

See [www.duffyadr.com](http://www.duffyadr.com)

**SIGNIFICANT PUBLICATIONS**

None

**FEES:**

**Grievance Arbitration**

**Per Diem:** \$1,850.00 per day for hearings & study time;

**Cancellation Fee:** \$1,850.00 cancellation fee for each scheduled day cancelled with less than thirty (30) day notice prior to the first scheduled day;

**Travel Expenses:** reasonable travel expenses.

**INTEREST ARBITRATION, FACT FINDING AND LABOR MEDIATION**

Same fee schedule as grievance arbitration

**TRAVEL TIME**

Only if a full day is required.