

Pilar Vaile

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OCCUPATION

Attorney (JD), labor arbitrator, mediator, and certified administrative law judge (CALJ)

EXPERIENCE

2010-Present. Private Neutral and Labor Arbitrator

2005-2010. Deputy Director & Hearing Examiner, NM Public Employee Labor Relations Board

2004-2005. Vice-Chair of the PELRB

2000-2004. Litigation associate with Youngdahl & Sadin, P.C. and successor firms (Plaintiffs' Railroad, labor, employment, and consumer class action Litigation Associate)

ARBITRATION/NEUTRAL ROSTERS:

National Academy of Arbitrators (NAA)

American Arbitration Association (AAA)

Federal Mediation and Conciliation Service (FMCS)

National Mediation Board (NMB)

California Public Employment Relations Board

California State Mediation and Conciliation Service

D.C. Public Employee Relations Board

Illinois Educational Labor Relations Board

Michigan Employee Relations Commission

Montana Board of Personnel Appeals

Oregon Employment Relations Board

Washington Public Employment Relations Commission

INDUSTRIES:

Air Force, Army, DOD; Customs & Border Patrol; Bureau of Prisons; clerical; communications; construction/building trades; custodial trades; education—public and charter, primary and secondary, college and university; engineering trades—mechanical, electrical, chemical; food service; government sector—Federal, State, Municipal and County; health care/hospitals—VA and private sector; IRS; manufacturing; Postal Service; prison/corrections; professional/paraprofessional personnel; public safety—police and fire; railway; transportation; VA.

ISSUES:

ADA and ADAA; arbitrability; Back Pay Act; bargaining unit work; benefits (leave, insurance and pension); clothing/uniforms; conduct (off-duty/personal); conditions of employment; demotion; disability; discipline (discharge and non-discharge); discrimination (age, disability, race, nationality and gender); FLRA; hiring practices; interest arbitration; job posting, bidding and classification; jurisdiction disputes; management rights; MSPB; NLRA; official time; OSHA; pay (base, holiday, incentive/differential, overtime); past practices; performance appraisals; probationary status; promotion; Rehabilitation Act; public sector taxation and budgeting; representation petitions; retirement, DC and DB plans; safety/health conditions; scheduling; seniority; subcontracting/contracting out; ULPs; violence or threats in the work place; and vocational rehabilitation.

EDUCATION

National Judicial College (NJC) –Judic. Development Certifs. in Admin. Law and Dispute Resol.
J.D. with Thesis Honors, University of New Mexico School of Law
B.A. *magna cum laude*, UNM
Ovey Comeaux High School, Lafayette, Louisiana

LICENCES, CERTIFICATIONS & AFFILIATIONS

Member, National Academy of Arbitrators (NAA)
Law Licenses - New Mexico and California
ALJ Certification- National Association of Hearing

MILITARY SERVICE

Louisiana National Guard, Sergeant E-5, Legal and Personnel Specialist, 1990-1993
U.S. Army (active), Specialist E-4, Legal Specialist, 1987-1990 (Ft. Gordon, GA)

FEES: Per Diem \$1,500.00

Arbitration, Fact-finding and Mediation: A \$1,500 per diem fee is charged per 8-hour day for hearing, mediation, study, and writing days, with fee pro-rated at \$187.50/hour for study and writing time, and for portions of a hearing or mediation day that exceed 8 hours.

Cancellation Fees and Policy & Interim Billing: A basic per diem fee may be assessed for each reserved hearing day cancelled or continued with less than thirty (30) days notice, along with any non-refundable travel fees already incurred. Arbitrator reserves right to issue interim invoices in cases for which the record cannot be closed at the conclusion of the setting.

Travel Time & Expenses: Arbitrator charges a full per diem fee for any portion of a travel day of 4 or more hours, and a half per diem fee for any portion of a travel day less than 4 hours. Arbitrator charges actual cost of reasonable travel expenses except that meals & mileage are invoiced at applicable GSA, IRS rates.