

Ruth M. Weatherly J.D. MBA
Arbitration & Mediation

- **Seasoned neutral with 10 years private and public sector ADR experience**
- **Emeritus Professor of Management; following tenured full professorship and prior career in corporate management and legal positions**

Business Addresses 1) 7067 Oak Brook Dr. Urbandale, Iowa 50322
 2) 979 S. Miller St. #202 Lakewood, Colorado 80226

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Rosters: Federal Mediation & Conciliation Service (#3992; 2007- present)
 National Mediation Board (2014)
 Iowa Public Employment Relations Board (2003-present)
 Nebraska Commission of Industrial Relations (2011- present)
 Kansas Public Employment Relations Board (2013-present)

Education: B.A. Drake University, Des Moines, Iowa
 J.D. Drake University Law School
 MBA Regis University, Denver, Colorado

Professional Affiliations: Iowa State Bar Association
 Nebraska Bar Association (nonresident status)
 Gateway Chapter, LERA

Arbitrated for: AFSCME, Iowa Council 61 (various locals); AFM Local 34-627; ATU Local 1287; Boilermakers Locals 83 & D-561; IAM & AW Local 778; IATSE Local B-7; IBEW Locals 19, 134; ISEA (various individual school affiliates); PPME Local 2003; Teamsters Locals 238, 346; United Electrical Workers, United Faculty (University of Northern Iowa); UFCW Locals 7, 431; USW Local 7234-09. Besser Company; Blandin Paper Co., Denver Center for the Performing Arts; First Transit, Inc; Honeywell Federal Manufacturing & Technologies; Kansas City Area Transit Authority (multiple cases) Kansas City Symphony; Kerford Limestone; King Soopers; Midwest Sign & Lighting; Nicor Gas; Sun Steel Co. State of Iowa: Board of Regents, Department of Administrative Services (Corrections) (multiple cases), Department of Human Services, Southeastern Community College, University of Northern Iowa. Cities (Iowa): Red Oak, Cedar Falls, West Des Moines. Counties (Iowa): Cass, Clayton,

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Delaware, Floyd (hospital), Jackson. Schools (Iowa): Cardinal, Des Moines, Fort Madison, Lake Mills, Ottumwa, Sioux City, Woodward-Granger.

Issues: Discipline & Discharge; application misrepresentation, breach of privacy rules, customer relations, driving infractions, failure to follow security rules, FMLA, loafing, safety violations, treatment of prisoners, misuse of vehicle, failure to meet performance objectives, inappropriate contact with coworkers
Interest; public sector impasse resolution
Job posting; selection
Pay; calculation; calendar weeks, development activities, overtime distribution, leave compensation under 4 10's pilot,
Performance reviews
Schedules; lunch, use of sick leave bank
Reduction in force
Timeliness of arbitration
Weingarten
Work jurisdiction

Fees: \$900 per diem; Applies for each day (time charged to nearest hour; 8 hour days) for preparation, hearing, study, and drafting of award. Rate applies for rights arbitration, interest arbitration, fact-finding, and labor mediation.

Cancellation: One-half per diem for cancellations within 7 days prior to scheduled hearing date. For other cancellations for which a hearing date has been scheduled, fee is \$150. For any cancellation, charges will include actual amount of any non-refundable expenses incurred.

Postponement: One-half per diem if postponed within 15 days of the originally scheduled date (charge waived under extenuating circumstances) plus the actual amount of any incurred non-refundable expenses.

Travel time: Charged at \$40 per hour for time other than on the day of hearing, and for hours beyond 8 on the same day as hearing. **Note:** Travel time charges ordinarily limited to "windshield" time.

Expenses: Reasonable expenses charged at actual amount, including airfare, car rental (and cost of gas), lodging, and meals. Use of personal vehicle charged at then-current IRS mileage rate.

Employment History : Professor of Management (Emeritus status as of 2012)
Simpson College, Indianola, Iowa
teaching portfolio including Business Law, HR Management, Industrial & Labor Relations and other Management courses

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Vice-president, Corporate Contracts and Human Resources, Alkanox, Inc.; Drafted and implemented all HR policies for start-up high tech company. Participated in negotiation of technology licensing agreements and protection of intellectual property rights

Various positions in Legal, Human Resources and Labor Relations Departments for Qwest (now Century Link) and its predecessor entities in Des Moines, Omaha, and Denver; Responsibilities included jointly accepted language drafter for union and company bargaining committees, negotiation of third-step grievance settlements for multi-state 21,500 member bargained-for workforce, arbitration advocacy

1/2014