

KITTY GRUBB, ESQ.

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Present Occupation: Attorney/Arbitrator/Mediator/Sports Official – 3; trained at US Olympic Training Ctr.

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PROFESSIONAL AFFILIATIONS:

American Bar Association (ABA), and State Bar Associations. Formerly, American Coll of Legal Medicine. Association for Conflict Resolution. FL Academy of Mediators. National Association of Sports Officials.

EDUCATION:

*LL.M.- Labor & Employment Law, Georgetown University Law Center, 1995
LL.M.-Litigation & Dispute Resolution, George Washington (G W) Law School, 1998, and 16 hours towards 5th LL.M.-Environmental Law (subspecially focus: Healthcare Law), G W Law School (1996-98).
LL.M.-Securities Regulation (*with distinction*), Georgetown University Law Center, 1995
Graduate Law Certificate in Employee Benefits Law, Georgetown University Law Center, 1995
LL.M.-Taxation, New York University Law School, 1981
J.D. *cum laude* (Top 5% in graduating law class), Cumberland School of Law, 1977
A.B., University of Alabama - Tuscaloosa, 1974

CERTIFICATIONS:

Law: Alabama-1977; Tennessee-1981
Mediator: Alabama, FL, and Tennessee
FL Qualified Arbitrator. Certified: FL County Election Precinct Supervisor; Community Emergency Response Team Member – Largo Fire & Rescue; and FHSAA and US Rowing Sports Official.

ARBITRATION/LABOR RELATIONS EXPERIENCE:

The Washington (DC) Times' "Who's Who" -1 of "five employment-practice experts (names) you need in your Rolodex". The National Patient Advocate Foundation: "Most Outstanding Patient Advocacy and Healthcare Lawyer". Advised both labor and management, including solo collectively-bargaining 2 first CBA's. 2008 Chief Negotiator for all sports associations' Master Contract with Pinellas County School System. 1994 –present, Arbitrator. Arbitrate labor and employment law cases. Third-Stage Hearing-Neutral: *Cremien, et. al v. Merrill Lynch & Co.* Claim Resolution Process, 2004-07. Former Member, International Conflict Resolution Delegation to South Africa. US Postal Service REDRESS I, II, and SE Area Blue-Ribbon Panel. Distinguished Visiting Professor of Medical Jurisprudence and Healthcare Law – Quillen (ETSU) College of Medicine, 2002 -. 14 years –sole Class Counsel for EEO Class of 19,462 Class Members (then-largest of its type Class Action in US history). Pursued, as well as defended, other EEO Class Actions.

Former Chief County School Board Attorney (external position) - 2 school years – handled all arbitrations. In another county, I co-represented the School Superintendent, and in yet-another county, I sometimes co-represented the Teachers' Association. Former attorney, a Federal corporation's Office of the General Counsel – Complex Litigation Staff concerning EEO, personnel, and labor issues. Member, Million Dollar Advocates Forum (trial lawyers with "demonstrated exceptional skill, experience, and excellence").

Martindale-Hubbell AV (the highest) rating. CLE lecturer x 2 – ABA's National Institute (ABA's highest CLE-level). Contract mediator: 6 EEOC District Offices: ATL, BHM, DEN, MEM, MIA, and N O, and also for EEOC's mediation program, RESOLVE, concerning its employees' (internal) discrimination charges.

INDUSTRIES:

Agriculture; airline; automotive; bakery; banking; beverage; chemicals; coal; dairy; education; electronics; entertainment/arts; feed & fertilizer; food (manufacturing/processing/service); furniture; health care; hotels/motels/casinos; hospitals/nursing home; lumber; machinery; metal fabrication; mining; nuclear energy; office workers/clerical; organizations; pharmaceuticals; plastics; police and fire; and railroad.

ISSUES:

Affirmative Action; Absenteeism; Arbitrability; Bargaining Unit Work; Bonus; Conduct (Off-Duty)/Personal; Demotion; Discipline (Non-Discharge); Discipline (Discharge); Discrimination: Age, Disability, Race, Sex, Religion, National Origin; Drug/Alcohol Offenses; Holidays; Insurance; Leave; Grievance Mediation; Health/Hospitalization; Hiring Practices; Job Performance; Job Posting/Bidding; Jurisdictional Disputes; Layoffs/Bumping/Recall; Management Rights; Official Time; Past Practices; Pension and Welfare Plans; Pension Claim (Fed. Statute); Promotion; Retirement; Safety/Health Conditions; Seniority; Sexual Harassment; Strikes; Lockouts; Work Stoppages; Slowdowns; Subcontracting/Contracting Out; Tenure/Reappointment; Union Security; Vacation; Violence or Threats; Wages: Cost-of-Living, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay; Work Hours/Schedules/Assignments; Working Conditions/Work Orders.

PERMANENT PANELS:

FL New Motor Vehicle (Lemon LawTM) Arbitration Board-St. Petersburg (Tampa), FL Region, 2008 -; selected by 2 State Attorney General's. 2007-08 Chairperson-Permanent Arbitrator, Pinellas Area Referees' Grievance Committee. 2003-04 Chairperson, Suncoast Basketball Referees' Grievance Committee.

National Mediation Board. Federal Mediation & Conciliation Service. Member or former member: AAA; All major rosters in US securities industry: FINRA (NASD), NYSE, NFA, CBOE, Philadelphia Stock Exchange, etc. DeMars & Associates' Panel of Arbitrators; National Arbitration Forum's Panel of Arbitrators; Ford Motor Co. Dispute Settlement Board – 2 Regions; and Early Expert Evaluator, Pilot Pension Dispute Resolution Project.

PUBLISHED CASES:

Approximately 50 case decisions and awards available online through various reporting services.

FEES:

PER DIEM FEE: \$950; **DOCKETING FEE:** N/A; **CANCELLATION FEE:** (Please see below).

Grievance Arbitration: The fee is \$950/day for a day of Hearing, and for research and preparation of award. A Hearing day is any portion of a day up to 8 hours. Time for research and preparation - prorated. (\$118/hr.)

Cancellation Policy: If a scheduled-Hearing should be postponed or canceled with notice of less than 30 days, then the per diem fee for each day of Hearing shall be charged if another matter cannot be set in its place. For Hearings scheduled for 3 days or more, a notice-period of 6 calendar weeks (42 days) shall apply.

Interest Arbitration, Fact-finding, and Labor Mediation: Arbitrator charges \$1,575/day (for up to 8 hours). Time for research and preparation is prorated (\$196.88/hour).

Travel Time: Arbitrator charges per diem fee for any portion of a travel-day up to 8 hours. Fee is prorated for travel-time over 8 hours for 1 day, at hourly rate of \$118.75/hour.

Expenses: Arbitrator charges actual costs of reasonable expenses, including airfare (no first-class travel), car rental, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate. Arbitrator charges actual expenses for copying, phone, and clerical assistance.