

## **EDWARD F. HARTFIELD**

**Email:** [ed@hartfieldresolutiongroup.com](mailto:ed@hartfieldresolutiongroup.com)

**Present Occupation:** Mediator, Arbitrator, Facilitator, Trainer, and Election Officer

### **First Business Address:**

19905 Gaukler Street

St. Clair Shores, Michigan 48080

Phone: 586-419-7417

Fax: 586-771-0885 (call first)

### **PROFESSIONAL AFFILIATIONS:**

Society of Professionals in Dispute Resolution (currently known as Association for Conflict Resolution, ACR), Past International President, 1990-91, Board of Directors, 1982-1992, Member, 1976-1992  
Association for Conflict Resolution, Southeast Michigan Chapter, Board of Directors, 2012, Labor and Employment Relations Association (previously known as IRRA, the Industrial Relations Research Association), Immediate Past President, Detroit Chapter, Board Member since 2008, member since 1980  
Southeast Michigan Labor Management Committee, Board of Advisers State Bar Committee on Alternative Dispute Resolution, Past Adviser Michigan Supreme Court Committee on Mediation, Past Member Michigan State Court Administrative Office Committee on Confidentiality Engineering Society of Detroit, Member since 2008

### **EDUCATION:**

B.A. Sociology & East Asian Studies - Oberlin College, Oberlin, Ohio, 197

M.A. International Economics & Political Science - University of Detroit, Michigan, 1994

### **ARBITRATION/LABOR RELATIONS EXPERIENCE:**

1976-Present: Full time mediator, arbitrator, facilitator, fact-finder, labor management trainer, election officer. 1994-2001 & 2008-Present: Member: Federal Services Impasses Panel. Mediate, arbitrate, and fact find cases in the federal government and military. 2010-2012: President, Hartfield Resolution Group: provide third party neutral services to labor and management; ADR services outside of the labor management field; 2005-Present: Impartial Referendum Supervisor for the International Brotherhood of Teamsters; 1988-2010: Executive Director, National Center for Dispute Settlement: provide third party neutral services to labor and management; ADR services outside of the labor management field; 1979-1988: Commissioner, Federal Mediation & Conciliation Service, Washington DC & Detroit, Michigan; 1976-1978: Mediator, New Jersey Office of Dispute Settlement; 1974-1976: Field Representative/Ombudsman, New Jersey Office of Citizen Complaints.

### **ISSUES:**

Affirmative Action; Absenteeism, Bargaining Unit Work, Conduct (Off Duty); Discipline (Discharge); Discipline (Non-Discharge); Age Discrimination; National Origin Discrimination; Racial Discrimination; Drug/Alcohol Offenses; Grievance Mediation Job Posting/Bidding; Job Classification; Leave; Jurisdictional Dispute; Management Rights; Official Time; Safety & Health; Sexual Harassment; Subcontracting/Contracting Out; Work Hours, Schedules, & Assignments

### **INDUSTRIES:**

Aerospace, Agriculture, Bakery, Beverage, Chemicals, Communications, Construction, Education, Food, Foundry, Grain Mill, Health Care, Hospitals & Nursing Homes, Machinery, Maritime, Nuclear Energy, Organizations, Plumbing, Prison Guard, Pulp & Paper, Transportation, Utilities

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### ARBITRATION ROSTERS:

Michigan Employment Relations Commission  
Federal Mediation & Conciliation Service

**PUBLISHED CASES:** See FSIP Cases on FLRA Website, 1994-2001 and 2008-2012

### SIGNIFICANT PUBLICATIONS:

*"Towards A New Model of Labor Relations: A Neutral Perspective"*, with Jeff Hartfield. Engineering Society of Detroit Symposium, Spring, 2010

*"Understanding Confidentiality in Mediation: Back to Basics"*, State Bar of Michigan ADR Newsletter, April 2001

*"Creating Hybrids In ADR: The Med-Arb Process"*, Michigan Lawyers Weekly, May, 2007

*"Interest Based Negotiations: A Valuable Tool for Labor and Management"*, Michigan Lawyers Weekly, January, 1996

*"Grievance Mediation: Another Tool for Labor and Management"*, Michigan Municipal Review, May 1992

*"The Unified Field Theory of Dispute Resolution"*, SPIDR Journal, Fall, 1990

*"The Role of Attorneys in Employee Involvement Plans"* Institute for Continuing Legal Education, 1987

*"Using Mediation and Arbitration to Resolve Grievances and Employment Disputes"* Public Employers Labor Relations Association Labor Relations Manual, 1984

### FEES:

**PER DIEM:** \$850 plus expenses

**Cancellation Fee/Policy:** If the scheduled hearing is postponed or cancelled with notice of less than four calendar weeks (28 days), the per diem fee for each day of hearing shall be charged. For hearings scheduled of 3 days or more in length, a notice period of six calendar weeks (42 days) will apply.

**Interest Arbitration & Fact-finding:** Per Diem fee is \$1250 per day

**Mediation:** Per Diem fee is \$1500 per day

**Travel Time:** Arbitrator charges per diem fee for any portion of a travel day up to eight hours. Fee is prorated for travel time over eight hours in one day at \$150 per hour.

**Expenses:** Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, and lodging. Clerical assistance, if required, is billed @ \$30 per hour. Mileage is charged at the applicable IRS expense rate.