

WILLIAM F. HEMPFLING

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Present Occupation: Arbitrator

First Business Address:

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Second Business Address:

605 North High Street, #163
Columbus, OH 43215
Phone: 631-909-4565
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PROFESSIONAL AFFILIATIONS:

Association for Conflict Resolution
Labor and Employee Relations Association

EDUCATION:

BS Marketing
Fairfield University

CERTIFICATIONS:

Labor Relations Studies
Employment Relations Law
Labor Arbitration Training
Successfully completed the New York State Bar Association's Arbitrator Mentoring Program.

Cornell University
Antioch Law School
FMCS

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Present: Full time Arbitrator (see issues and industries below). **1998-2008:** Part-time Arbitrator. Arbitrated labor cases (see industries and issues below) for New York State Employment Relations Board. **1980 to 2009:** Served as Labor Relations Manager and then Director of Human Resources for Brookhaven National Laboratory. Responsibility for contract negotiations and all aspects of contract administration. Negotiated approximately 50 labor agreements without any work stoppages. Extensive experience in arbitrations at the Laboratory.

INDUSTRIES:

Building Products, Chemicals, Clothing, Electrical Equipment, Electronics, Food, Machinery, Metal Fabrication, Packaging, Real Estate, Retail Stores, Trucking and Storage, Warehousing.

ISSUES:

Absenteeism, Arbitrability, Conduct, Discipline (Non-discharge), Discipline (Discharge), Drug/Alcohol Offenses, Job Performance, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Past Practices, Promotion, Safety/Health Conditions, Holiday Pay, Vacation Pay, Work Hours/Schedules/Assignments, Violence or Threats.

PERMANENT PANELS:

None at present.

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service
American Arbitration Association
New York State Employment Relations Board
New Jersey State Board of Mediation
National Mediation Board

FEES:

PER DIEM FEE: \$1,500

CANCELLATION FEE: (see below)

Grievance Arbitration: The fee is \$1,500 per day for hearing and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours.

Cancellation Policy: If the scheduled hearing is postponed or cancelled with notice of less than 14 calendar days, the per diem fee for each day of hearing may be charged if another matter cannot be set in its place.

Travel Time: Arbitrator charges per diem fee for any portion of a travel day up to eight hours. .

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, and lodging. Arbitrator does not charge for any office or clerical expenses. Automobile mileage is charged at the applicable IRS expense rate.