

KATHLEEN JONES SPILKER, ESQ.

ARBITRATOR

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ARBITRATION/LABOR RELATIONS EXPERIENCE

1980 – Present: Full-time Arbitrator

Arbitrate labor and employment cases (see industries and issues below) by appointment through Federal Mediation and Conciliation Service, American Arbitration Association and PA Bureau of Mediation, as well as *ad hoc* appointments

1978-1980: Labor Relations Staff Representative, Westinghouse Corp.

Guest Lecturer, Dickinson School of Law, University of Pittsburgh School of Law

Conducted seminar on arbitration training for AFGE

Panel Member, Remedies Seminar, American Arbitration Association

Former Director, Lawyer Dispute Resolution Program, PA Bar Association

PROFESSIONAL AFFILIATIONS

American Arbitration Association

Federal Mediation and Conciliation Service

National Mediation Board

National Academy of Arbitrators

Labor and Employment Relations Association

Pennsylvania Bar Association

NJ Public Employee Relations Board

EDUCATION

J.D. Labor Law Concentration - University of Pittsburgh, 1978

B.A. Philosophy - University of Notre Dame, 1975, *Summa cum laude* Elected to Phi Beta Kappa

CERTIFICATIONS

Law - Pennsylvania 1978

Insurance - Pennsylvania, 2002

INDUSTRIES

Aerospace, Agriculture, Aluminum, Automobile, Bakery, Beverage, Brewery/Distillery, Cement, Ceramic/Glass, Chemicals, Clothing, Coal, Communications, Container/Packaging, Dairy, Education, Electronics/Electrical, Federal Government, Food Processing/Service, Foundry, Gas/Electric Power, Health Care/Hospitals, Hotels/Resorts/Casinos, Iron/Steel, Local Government, Machine/Tool/Hardware, Manufacturing, Mining, Office/Clerical, Paper/Pulp, Petroleum, Pharmaceutical, Plastics, Police/Fire, Radio/TV/Motion Pictures, Retail/Chain Stores, Restaurant, Rubber/Tire, Sanitation, Scientific Controls, Service Industries, Shipbuilding/Dry Dock, State Government, Stone/Quarry, Textile, Transportation, Trucking/Storage/Warehouse, Utilities

ISSUES

Arbitrability, Ability, Absences, Alcohol/Drug Testing, Bargaining Units, Bonuses, Call In, Classification, Compensation, Contract Interpretation, Demotions, Disability, Discipline/Discharge, Discrimination, Dishonesty/Theft, Fighting, Fringe Benefits, Funeral Leave, Grievance Procedure, Health/Welfare, Holidays, Incentive Pay/Standards, Incompetence, Insubordination, Interest Arbitration, Job Evaluation, Jurisdiction, Layoff/Bumping/Recall, Leave, Management Rights, Mergers, Negligence, Overtime, Past Practice, Pay Rates, Performance Appraisal, Personal Conduct, Personnel Files, Posting/Bidding, Premium Pay, Promotion, Reporting Pay, Resignation, Safety, Seniority, Sexual Harassment, Shift Assignment, Shutdown, Sick Time, Subcontracting, Transfers, Union Representatives, Vacancies, Vacations/ Working Conditions, Work Assignments, Work Rules, Work Schedules, Work Stoppages

PERMANENT PANELS

BCOA/UMWA, District 17
Allegheny County Community College /SEIU
DC Water and Sewer Authority/Coalition of WASA Labor Unions
University of Pittsburgh
U.S. Postal Service and NALC

Previously served as permanent panel member for
Anthracite Coal Operators/UMWA, District 5
USPS/APWU
Appalachian Regional Hospitals/USWA

ARBITRATION ROSTERS

American Arbitration Association
Federal Mediation and Conciliation Service
PA Bureau of Mediation
State of NJ Public Employment Relations Commission
National Mediation Board

FEES

\$900 per diem, plus expenses
Cancellation charges may be applied if hearing is cancelled within two weeks of scheduled date.