

LISA C. CHARLES

Email: CharlesL66@comcast.net

Present Occupation: Arbitrator, Mediator, and Fact-finder

Business Address

P.O. Box 7136

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Phone: (609) 865-7501

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators - member

Labor and Employment Relations Association: Past President of Philadelphia Chapter, Past President of New Jersey Chapter, and Member of New York City Chapter

National Association of Railroad Referees

New Jersey Association of Professional Mediators

Society of Federal Labor & Employee Relations Professionals

EDUCATION

MA, Labor and Employment Relations, Rutgers University

BS, Journalism, Ohio State University

CERTIFICATIONS:

National Academy of Arbitrators Annual Conference Certificate

New Jersey Association of Professional Mediators Advanced Civil Mediator Annual Certificate

FMCS Symposium Annual Certificate

Railroad Referee Training Certificate

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2008-Present: Self-employed Arbitrator, Mediator, and Fact-Finder. Arbitrate and mediate labor disputes. Conduct fact-finding and resolve impasse disputes for public sector contracts. Former adjunct professor at Rutgers University and taught semester long classes on Collective Bargaining, and Diversity in Organization. Lectured on topics such as Conflict Resolution, Negotiations and Sexual Harassment Prevention at Mercer County Community College. Served as guest lecturer on Labor Relations at The College of New Jersey

1987-2007 Employee Relations Director, Dow Jones & Company-The Wall Street Journal. Gained twenty years of progressively responsible Human Resources experience. Specialties included labor contract negotiations and grievance settlements. Investigated complaints and resolved a multitude of disputes for union represented and non-union represented employees.

INDUSTRIES:

Variety of industries, such as, Automotive, Bakery, Beverage, Brewery, Building Services, Chemical, Communications, Corrections, Cosmetics, Pharmaceutical, Printing and Publishing, Public Sector-Discipline and Impasse Resolution, Office Workers/Clerical, Transit and Utilities.

ISSUES:

Numerous issues, such as, Affirmative Action, Absenteeism, Arbitrability, Conduct: On and Off-Duty; Contract Interpretation, Discipline and Discharge, Disability, Discrimination: Race, Sex; Drug and Alcohol Offenses, FMLA, Fringe Benefits: Bonus, Holiday Pay, Insurance; Grievance Mediation, Hiring Practices, Job Classification and Job Performance, Layoffs, Leaves, Management Rights, Past Practice, Seniority, Sexual Harassment, Threats and Violence.

ARBITRATION ROSTERS:

American Arbitration Association
Federal Mediation and Conciliation Service
National Mediation Board
New Jersey Public Employment Relations Commission
New Jersey State Board of Mediation
New York City Office of Collective Bargaining
New York State Public Employment Relations Board
Pennsylvania Labor Relations Board
Pennsylvania Bureau of Mediation
U.S. Postal Service-National Association of Letter Carriers Expedited Panel
Virgin Island Public Employee Relations Board

FEES:

PER DIEM FEE: \$2,200

Grievance Arbitration: The fee is \$2,200 per day for hearing, research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated.

Cancellation Policy: \$2,200 for one day per diem if cancelled within 21 days of scheduled hearing date.

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 for one day at \$275/hour

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food and lodging. Automobile mileage is charged at the applicable IRS expense rate.

Interim Billing: Arbitrator provides periodic invoices when there are cancellations or multiple hearing dates.