

EDWARD B. VALVERDE, ESQ.

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Present Occupation: Arbitrator; Independent Hearing Examiner; Muni. Ct. Judge – (Retired)

First Business Address: (use for all correspondence)

P.O. Box 188

Hurst, Texas 76053

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Second Business Address:

P.O. Box 1872

Alamosa, CO. 81101

Professional Affiliations:

Texas Municipal Court Association (retired)

American Bar Association

State Bar of Texas

ADR Section of the State Bar of Texas

National Academy of Arbitrators (NAA) (Member)

Federal Mediation and Conciliation Service (FMCS)

American Arbitration Association (AAA)

LERA, Greater Houston Chapter

Training:

2017 – Conducted Religious Discrimination in Arbitration Workshop at 2017 NAA SW/Rockies Conference

Education:

2021 – NAA Annual Conference

2000 - 2020 – NAA Southwest/Rockies Region Annual Labor Management Conference

2014 & 2016 Texas School Law Conference (Austin, TX)

1986 - 2020 – Municipal Court Judges Annual Training Conference

2015 – Health Care Arbitration Conference, New Orleans, La.

2012 – 2020 – Texas Education Agency (TEA) Annual Training

2013 – 2014 Advanced Employment Law Conference, Dallas, TX

2010 – Labor Arbitrator II Workshop (AAAU)

2008 – Securities Arbitration Conference (Dallas, TX)

2007 – Certificate of Completion (40-hour basic mediation course sponsored by Dallas-Fort Worth Federal Executive Board and FMCS)

2006 – Certificate of Completion - 40-hour “How to become a Labor Arbitrator” training conference sponsored by FMCS (San Diego, Ca.)

2005 – Certificate of Completion of 40-hour EEO Training Conference for the National Labor Relations Board (NLRB); Attended Commercial and Construction arbitration conference sponsored by AAA

2003 - Texas Woman’s University - Certificate in Conflict Resolution; Received 120 hours of class room training related to mediation and conflict resolution; conducted mediations

1976 - JD degree - Thurgood Marshall School of Law – Licensed attorney in State of Texas

Arbitration/Labor Relations Experience

2021- Appointed to Association of Professional Flight Attendants (APFA) panel

2016 – February 2020 Served on USPS & NRLCA panels

2015 - present – Appointed by Social Security Administration (SSA) and American Federation of Government Employees (AFGE) to serve as Arbitrator on Regular and Expedited Panels

2012 – 2017 – Served on Allied Pilots Association (APA) Arbitration Panel

2011 – present – Independent Hearing Examiner (IHE) for TEA

2009 – present - Selected to AAA Labor Arbitration panel

2008 – present - Selected to FMCS roster of arbitrators

1977 – January 2008 - Field Attorney, NLRB (Retired). Investigated and litigated unfair labor practice (ulp) charges against employers and unions; conducted pre- & post-election hearings.

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Industries: Conducted arbitration hearings or have experience with the following industries: Aerospace; advertising; automotive; bakery; beverage; building products; brewery; broadcasting; canning; cement; clothing; communications; construction; distillery; electrical equipment/appliance; electronics; entertainment/arts; food industry (manufacturing/processing/service); foundry; furniture; health care; hotels/motels; hospital/nursing home; iron; machinery; maritime; meatpacking; metal fabrication; office workers/clerical organizations; packaging; paint and varnish; pharmaceuticals; plastics; petroleum/petrochemicals; plumbing; printing and publishing; pulp and paper; refrigeration/HVAC; restaurants; retail stores; rubber and tire; shipbuilding/dry-dock; sports, steel; stone/quarry; textile; rail; transportation; and trucking and storage; and **Postal Service**.

Governments: Conducted hearings involving federal agencies (e.g., defense, VA, FBoP, HUD), school districts, state, county and local governments (e.g., **Police** and **Fire** cases in Texas & Oklahoma).

Issues: Duty of fair representation; internal union disputes; Absenteeism; arbitrability (jurisdiction/timeliness); bargaining unit work; conduct (off and on duty/personal); demotions; discipline (discharge & non-discharge); age, race and sex discrimination; National origin discrimination; drug/alcohol offenses; bonuses; holidays; leave; vacation; health/hospitalization; hiring practices; job performance; job posting/bidding; jurisdictional disputes; layoffs/bumping/recall; management rights; official time; past practices; promotion; retirement; safety/health conditions; seniority; strikes; lockouts; work stoppages; slowdowns; subcontracting/contracting out; union security; cost-of-living, holiday, merit, incentive & overtime pay; job classifications & rates; severance pay; vacation pay; work hours/schedules/assignments; working conditions/work orders; and violence or threats thereof.

Municipal Court Judge, Pro-Tem: 1986 – 2020 (retired) – Appointed by City Council, City of Fort Worth to perform functions of full-time municipal court judge on a part-time basis. Also perform magistrate duties.

Fees: Per diem fee: \$1,600.00 Docketing fee: \$0.00 Arbitration: Fee - \$1,600.00 per day for each day of travel and hearing. Research/preparation of opinion and award to be billed at \$250.00 an hour. Travel of less than three hours (departure from home) will result in one half (1/2) per diem fee charge. No travel fee for travel on date of hearing. A hearing day is any portion of a day up to six consecutive hours. Time spent on pre- and post-hearing motions and responses thereto will be billed at \$250.00 per hour. No charges related to initial scheduling of hearings, publishing and mailing of awards. In “loser pays” situations each party will be required to pay in advance 25% of anticipated fees and expenses. There will be a one day per diem fee for all cases settled or withdrawn 90 days after initial assignment.

Expenses: Arbitrator charges actual cost of reasonable expenses, e.g., airfare, transportation (e.g., car rental), food and lodging. Automobile mileage is charged at the applicable IRS rate. A facilitator is used to conduct virtual hearings unless the parties provide those services.

Administrative Fee: Cancellations of hearing after 90 days from date of initial appointment result in an administrative fee of \$1,600.00. Cancellations of hearing within 45 days of a scheduled hearing result in an administrative fee of \$1,600.00 plus expenses (if any are incurred) are payable by the parties (split-fees) unless agreed to otherwise. Receipts will be provided on request. A notice period of six calendar weeks (42 days) will apply for hearings scheduled for three or more days.

Postponements due to exigent circumstances, e.g., inclement weather, serious illness of a party or arbitrator, etc., will not result in an administrative fee so long as the hearing is rescheduled and held.