

**PATRICK HALTER  
315 MEADOW LAKE DRIVE  
GLACIER NATIONAL PARK  
COLUMBIA FALLS, MONTANA  
505.980.4654  
patrick.halter52@gmail.com**

**HEARINGS:**

**VIDEOCONFERENCE AND IN-PERSON**

**PROFESSIONAL STATEMENT**

My craft and practice is dedicated to advancing the principles and standards of conduct and ethics in the FMCS-NAA-AAA Code of Professional Responsibility for Labor Management Arbitrators, ABA Canons of Professional Ethics and standards of professionalism and civility advocated by the College of Labor and Employment Lawyers. An appointment to serve as arbitrator represents an opportunity to advance the profession of labor relations for advocates and neutrals. Contributions to the profession and practice of labor and employment relations occur with presentations at workshops, teaching ILR at the university level and written contributions to labor and employment treatises. As a neutral, my experience encompasses grievance and rights arbitration, factfinding, med-arb, mediation (grievances and negotiation impasses), early intervention review, elections, card check\neutrality agreements, public safety investigations and public labor project advisor.

**PROFESSIONAL AFFILIATIONS**

NARR, NAA, LERA, ABA, AAA  
Association of Workplace Investigators  
International Centre for Dispute Resolution

**ROSTERS**

NMB - NRAB Divisions, PLB, SBA

Panels - FMCS; Washington State Law Enforcement Grievance Arbitration; Las Vegas "The Strip"\CWU and Bartenders Union; USPS\APWU, NALC; Clark County (Las Vegas)\NEA; IRS\NTEU; U.S. Food Inspection Service\AFGE; VA\NFFE; AFL-CIO Jurisdictional Disputes; ABA Employment Disputes; Freeport-McMoRan Employee Arbitration Governance; Robinson-Shappard Arbitration Act; Rocky Mountain Steel\USWA; Safeway\UFCW; UPS\IBT; Koppers Industries\IAMAW; FAA\Air Traffic Controllers Union (National); FAA\NAGE (Northwest, Southwest); Tinker AFB\AFGE; Customs & Border Protection\NTEU, AFGE.

PERB - AK, AZ, CA, HI, MT, NE, NV, OR, VI, WA

## **PUBLICATIONS**

Commentary in Bloomberg\BNA; Lexis Nexis; Westlaw; CCH; LRP; LRIS *The Rights of Law Enforcement Officers*; Elkouri & Elkouri, *How Arbitration Works*; BNA's *Discharge and Discipline*; Dewey Publications *Principles of Federal Sector Arbitration*; Lexis *Labor and Employment Arbitration*; Contributing Editor, *Duty of Fair Representation*, *How Arbitration Works*; Editor, NAA Annual Proceedings; Editor, *Federal Service Labor Law Review*.

## **ISSUES**

Arbitrability, bargaining-unit work; conduct (off-duty); continuing violation; contract interpretation; benefits; discipline, discharge, discriminations (ADA, ADEA, Title VII), FLSA; FMLA; Covid-related issues; hours of work and scheduling; HIPAA; insurance; layoffs and recall; LCA; OSHA; job bidding; management rights; overtime; past practice; retaliation; seniority; sexual harassment; social media; tenure and reappointment; union rights - security; wages; whistleblowing; workplace violence - threats.

## **INDUSTRIES**

Airlines; aerospace; administrative support services; community colleges; corrections; education and support services; universities; utilities; social work; law enforcement; logistics; lumber; meat packing; resorts and casinos; hospitals\assisted living\health care; electrical-engineering; police and fire; public safety; penal institutions and services; railroad; refrigeration\HVAC; rubber, tire; water and sewer; waste treatment; transportation; warehousing; violence, threats, harassment, bullying.

## **EXPERIENCE**

Arbitrator, Factfinder, Investigator  
Chair, LMRB, City of Albuquerque  
Director, New Mexico PERB  
Director - Goodyear-URW ILR Project  
Staff Associate, U.S. Federal & Foreign Svc Impasses Panel  
Field Agent, OGC, Federal Labor Relations Authority

## **EDUCATION**

U. Nevada - National Judicial College  
Johns Hopkins U. - Post-Graduate Fellowship  
Indiana U. - MA Public Finance and Labor Relations  
Arizona State U. - BA History, English  
CLEs - evidence, contracts, civil procedure, torts and liability, remedies

## **TRAINING**

Advanced Employment Practitioner - ACR  
Mediator - District of Columbia Superior Court  
ALJ-Hearing Officer - National Judicial College  
Law Enforcement - Albuquerque Citizens Police Academy and WA State Law Enforcement Training  
AWI "Boot on the Ground" Public Safety Investigations

**COMMUNITY**

Glacier First Search-Aid Team Volunteer

Glacier Adaptive Ski Leader

President, Home Owners Association

Executive Secretary, Meadow Lake County Water and Sewer District Board