ARBITRATOR/MEDIATOR BIOGRAPHICAL SKETCH

NAME: Herman Torosian **MAILING ADDRESS** 10360 E. North Ranchgate Rd.
Scottsdale, AZ 85255

TELEPHONE: **Business:** (608) 231-2572 **Residence:** (608) 231-2572

DATE OF BIRTH: January 26, 1941

EDUCATION: Juris Doctor, University of Wisconsin Law School, 1967
Bachelor of Science – Economics, University of Wisconsin – Madison, 1963

OCCUPATION: Arbitrator/Mediator

PROFESSIONAL AFFILIATIONS: National Academy of Arbitrators, Past President – Association of Labor Relations Agencies, State Bar of Wisconsin, Panel member: FMCS, AAA, Minnesota Bureau of Mediation, Montana Board of Personnel Appeals, Virgin Islands PERB, Oregon ERB, Los Angeles City Employee Relations Board, State of Illinois, National Mediation Board, and Wisconsin Employment Relations Commission.

WORK HISTORY: January 1975 – April 1996 – Commissioner, Wisconsin Employment Relations Commission. Appointed by Governors Patrick J. Lucey, Lee Sherman Dreyfus, Anthony S. Earl and Tommy G. Thompson. Chairman March 1983 – March 1987

February 1967 – January 1975 – Staff Member, Wisconsin Employment Relations Commission; served in capacity of mediator, arbitrator and trial examiner

EXPERIENCE:

General

Have mediated approximately 800 disputes, arbitrated approximately 1000 disputes, and issued and/or reviewed approximately 1,900 unfair labor practice, declaratory ruling and election cases

Private Sector Industries

Agriculture, bakery, coal, communications, construction, dairy, distillery, education, electrical equipment, feed and fertilizer, foundry, lumber, machinery, manufacturing, metal fabrications, printing and publishing, ship building and drydock, stone, textile, trucking and storage, packaging and health care

Public Sector Employment Settings

Public School K-12 and VTAE Districts teachers and non-professional employees, secretaries, custodians, food service workers and school bus drivers, county and social workers in social service departments and health care facilities, law enforcement, firefighter, courthouse, water, electric and sewerage utilities, library and city hall employees, clerical, sanitation, highway and street employees, state professional, technical, blue collar and clerical and health care employees

Issues

Absenteeism, alcohol and drug abuse, arbitrability, work assignment, bargaining unit work, discharge, discipline, health and welfare, holidays and holiday pay, incentive rates/standards, job class, job posting and bidding, layoff, bumping and recall, management rights, overtime, past practice, rate of pay, strike or lockout, subcontracting, transfers

FEE AND EXPENSE PRACTICE:

$1100 per eight (8) hour day or any part thereof spent in hearing, mediation, inclusive of travel to and from hearing site (a minimum one-day charge for hearing days). Preparation of award at pro-rata per diem rate.

Cancellation- $1100 when hearing is cancelled within 14 days of hearing.

Travel - All expenses, IRS rate per mile for use of personal automobile. Maximum charge for transportation, $500.

Other - Word processing costs