

Email: steven.roy@comcast.net (Preferred Contact Method)

Present Occupation Arbitrator

Mailing Address

649 51st Ave. NE
Minneapolis, MN 55421

Additional Addresses

Pittsburgh, PA 15231
Columbus, OH 43219
Saint Louis, MO 63145

(808)341-6505

PROFESSIONAL STATEMENT

I have 20 years of Labor Relations experience which includes advocacy, contract negotiation, grievance adjustment, and contract administration. After leaving my advocacy position I started practicing as a neutral labor arbitrator. I am currently mentoring with Arbitrator Christopher E. Miles and assisting him with arbitration research and writing.

EDUCATION

BA Psychology University of Minnesota 1977

CERTIFICATIONS

Video Arbitration Capable
In Person Ready
Arbitrating in the Federal Sector - FMCS Institute 2022
Becoming a Labor Arbitrator Class - FMCS 2020

ARBITRATION/LABOR RELATIONS EXPERIENCE

United States Postal Service - HQ Labor Relations Specialist, 2015 - 2019
United States Postal Service - District Labor Relations Specialist, 2013 - 2015
United States Postal Service - District Labor Relations Specialist, 1999 - 2013

INDUSTRIES

Beverage, Communications, Education, Food manu/proc/service, Health care, Hospital/nursing home, Mining, Office workers/clerical, Police & fire, Prison guard, Public sector grievance, Public sector interest, Pulp & paper, Transportation, Trucking & storage, Utilities, Warehousing

ISSUES

Absenteeism, Arbitrability, Bargaining unit work, Conduct (off-duty/ personal), Discipline (discharge), Discipline (non-discharge), Drug/alcohol offenses, Fact finding, Grievance mediation, Holidays, Job classification & rates, Job performance, Job posting/bidding, Jurisdictional dispute, Leave, Management rights, Overtime Pay, Past practices, Safety/health conditions, Sexual harassment, Unilateral, Vacation, Vacation pay, Violence or threats, Work Hours/Schedules/Assignments, Working conditions/work orders

PERMANENT PANELS

USPS/APWU Regular and Expedited; USPS/NALC; USPS/NPMHU

ARBITRATION ROSTERS

FMCS Arbitration Roster; State of Minnesota Bureau of Mediation Services Arbitration Roster

RATES/POLICIES

Per Diem: \$1,100.00
Per diem based on eight-hour day. Hearings over eight hours will be charged at an hourly rate of

\$200/hour with any part of a half-hour over eight hours rounding up to the next half-hour increment.

Cancellation: \$1,100.00

Cancellation of hearing greater than 30 days before scheduled date, no fee. Cancellation 30 to 15 days prior to hearing, cancellation fee half of per diem rate. Cancellation 14 days or less prior to hearing, cancellation fee of full per diem rate.

Expenses: Parties will reimburse arbitrator for all reasonable food, lodging, taxi or Uber, and miscellaneous expenses on days of travel and hearing.

Air Transportation: Parties will reimburse the cost of air travel to and from hearing or if POV, is used at the GSA mileage rate.

Travel Time: \$1,100.00

Travel day of greater than 4 hours on days before and after hearing date charged at full per diem rate.

Travel day 4 hours or less on the days before and after hearing date charged at one-half per diem rate.

Interest on Past-due Payments: Parties are responsible for remitting payment to the arbitrator within 30 days of receipt of written decision and award. Delinquent payment will be assessed a late fee charged at the rate of 20% APR starting on day 35 after receipt of award.