

THOMAS F. LEVAK, Arbitrator
Member, National Academy of Arbitrators
Labor, Employment Law and Taft-Hartley ERISA cases
Resume, Effective January 1, 2025



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CONDUCT BOTH IN-PERSON AND VIRTUAL HEARINGS

ARBITRATION & FACTFINDING EXPERIENCE: Over 4,000 private & public sector labor arbitration decisions, plus over 1,000 expedited decisions, and more than 200 binding and advisory interest arbitrations. **INDUSTRIES:** federal, state, county and local sectors, airline, construction, manufacturing, transportation, secondary and higher education, mining, steel, aluminum, timber, pulp & paper, hospitals, and others. **ISSUES:** discharge, seniority, reclassification, and all other areas of contract interpretation. Employment Law cases. Taft-Hartley ERISA cases, including trustee disputes, trust-beneficiary disputes & MEPPA withdrawals. Employment Law cases.

PROFESSIONAL AFFILIATIONS: FMCS, AAA, National Mediation Board, AAA Employment Law Panel, Oregon PERB; Washington PERC, and Montana PERC.

EDUCATION: **J.D.** Willamette U., 1964 (Editor, Law Review & Dean's List).

LEGAL EXPERIENCE: Summer Labor Law Clerk, Davies, Biggs, Strayer and Boley (Stoel Rives). "AV" Rated Labor and Employment Law Attorney, 1964-78: Koerner Young McCulloch & Dezendorf (Lane Powell), associate to Wm.F. Lubersky; then Carney, Levak & Hays. My personal clients included The Portland Police Association & Oregon Council of Police Associations, Operating Engineers Local 701, Iron Workers Local 29, Bricklayers Local 1, Cement Masons Local 555, Stationary Engineers Local 399, The Portland, Oregon Foundry Workers Local, various Teamsters Local Unions, Laundry Workers Local 107, and others. Personal trust fund clients included: the Teamsters-AGC Health & Welfare Fund, the Bricklayers/Employers Pension and Health & Welfare Funds, the Cement Masons/Employers Pension and Health & Welfare Funds, and the Laundry Workers/Employers Pension and Health & Welfare Funds.

OTHER EXPERIENCE: Adjunct Professor of Labor Relations, Lewis & Clark Law School. Chair, Oregon State Bar Labor Relations Section. City of Eugene Labor Relations Official.

Hearing Officer, The Oregon Teacher Accountability and Efficiency Act (SB 880). Mediator, Multnomah County Oregon Courts. Oregon State Bar Fee Dispute Arbitrator. Blind Persons Statutory Arbitrations.

AUTHOR: The Oregon Interest Arbitration & Factfinding Handbook. CO-PUBLISHER & EDITOR: The Washington Labor Law Digest.

GRATIS PRESENTATIONS: As an attorney and Arbitrator I have made more than 150 presentations on various aspects of labor arbitration, including how to prepare a grievance and how to present an arbitration case. I continue to make presentations without fee, with reimbursement for actual expenses only.

CURRENT& PAST LABOR ARBITRATION PANELS:

PUBLIC SECTOR PANELS: U.S. Postal Service/APWU/NALC/NOMPH; Soc.Sec.Admin./AFGE; Gen. Services Admin./AFGE; Fed. Aviation Admin/ATC.; Fed. Aviation Admin/PASS; Las Vegas Metropolitan Police Dept./Police Protective Association (Las Vegas, NV) Las Vegas Metropolitan Police Department/Supervisors Association; State of Oregon/OPED; State of Oregon OHSU/ONA & AFSCME; State of Oregon/Spec. Schools Ed. Assn.; State of Alaska/ASEA/AFSCME; Anchorage School Dist./NEA; University of Alaska/ACCFT; METRO of Seattle/ATV; Central Wash. Pub. Utilities/IBEW; City of Salem/Salem Police Assn;Dept. of Defense/NEA;City of Gresham/Teamsters; Lincoln County/LCEA; City of Spokane WA/WSCCCE; City and County of Denver, Colorado/Police & Deputy Assns; City of Missoula, Mt./Police Assn; City of Fort Collins, CO/Public Safety; Customs and Border Protection/NTEU; City of Pueblo, CO/Police Officers Local 537 and IAFF Local 3, FAA/NATCA; State of Alaska/PSEA; US Dept. of Agriculture, Food and Nutrition Service/NTEU; and others.

PRIVATE SECTOR PANELS: Boeing Company/Operating Engineers & Machinists; Weyerhaeuser/IWA & AMAW; Alaska Airlines/Flight Attendants; Nippon Dynawave/AWPPW; Georgia Pacific/AWPPW; Greyhound/ATU;Mental Health West/MHWEA; Columbia River Log Scaling Bureau/WCIW; Pac. N.W. Bell/CWA; Pacificorp/IBEW; Seattle Dept. Stores/UFCW; Puget Sound Tug & Barge/IBU; Puget Sound Log Scaling Bureau/LPIW; Nordstrom/UFCW; James River Corp.IAWPPW; Pierce Transportation/ATV; Willamette Industries/WC; Champion/LPIW; Simpson Timber/LPIW; Potlatch Corp./IWA; Hyster-Yale & NACCO (Illinois)/ILTBU; Norpac; Boise Cascade Corp./WC; Young's Market Company/Teamsters; Northwest Aluminum Co./Goldendale Aluminum Co.; Prestige Care, Inc. Nursing Home Employers/SEID; Seattle Keiro Skilled Nursing Facility/UFCW; Safeway/IBT; United Mine Workers of America/Republic Services-ECDC; and others.

REPRESENTATIVE NON-PANEL LABOR ARBITRATION CASES: Auto Truck Transport/Machinists; Multnomah County School District/SEID & OEA; City of Grants Pass OR/Teamsters; Siuslaw Valley Fire/IAFF; International Paper (Tracy CA)/Teamsters; Umatilla County, Oregon Law Enforcement/Dispatchers; Deaconess Medical Center/SMEA (Spokane, WA); Bonner Montana SD/EA (Bonner, MT);Safeway Stores/UFCW #7 (Denver, CO); Boise White Paper/AWPPW (Pasco, WA); FSA/T #324 (Salem, OR); Pexco/Machinists Local #751 (Yakima, WA); Noxon Pub. School/Classified Employees (Noxon, MT);*(8 hearings); Boise Cascade/Western Council (Elgin, OR) (3 hearings); Montana Dept. Of Transportation/MPEA (Helena, MT); Montana State Fund/MPEA; City of Brookings/Teamsters #223 (Brookings, OR); Jackson County Sheriffs/Employees Association (Medford, OR); Schindler/IDEC (Las Vegas,

NV); Georgia-Pacific/Ge (Olympia, WA); Dept. of the Army/AFGE #1662 (Ft. Huachuca, AZ); Skagit County/WSCCCE (Mt. Vernon, WA); Topko/USW #675 (Long Beach, CA); Frito Lay/BCTGM #364 (Portland, OR); Somers Building Maintenance/SEIU #49 (Portland, OR); ATU #587/OPEIU #8 (Seattle, WA); AT&T Midwest/IBEW #21 (Chicago, IL); Vertex/IUE CWA #89119 (Fallon, NV); CEMEX Inc./T#38 (Everett, WA); City of Portland/Portland Police Association (Portland, OR); First Transit/T#533 (Reno, NV); City of Bremerton/Police Association (Bremerton, WA); Montana State University/Montana Education Association (Bozeman, MT); Waste Management of NV/Teamsters# 533 (Reno, NV); Kraft Foods/BCTGM (Portland, OR); Lane County/AFSCME #2831 (Eugene, OR).

LABOR ARBITRATION FEE: Arbitration per diem: \$2,400.00; Cancellation and Postponement: \$2,400.00 "per scheduled day" thru twelve (12) calendar days notice prior to the first scheduled hearing day; \$1,200.00 "per scheduled day" between thirteen (13) and thirty (30) calendar days notice. Cancellation/postponement of hearings of three (3) or more days in length: \$2,400.00 "per scheduled day" regardless of the time of notification. Actual costs & expenses.

INTEREST ARBITRATION FEE: Arbitration per diem: \$2,400.00; Cancellation and postponement: \$2,400.00 per scheduled day thru twelve (12) calendar days notice prior to the first scheduled hearing day; \$1,200.00 per scheduled day between thirteen (13) and thirty (30) calendar days notice. Cancellation/postponement of hearings of three (3) or more days in length: \$2,400.00 per scheduled day regardless of the time of notification. Actual costs and expenses.

EMPLOYMENT LAW and ERISA Cases FEE: \$600.00 per hour. Minimum: \$1,200.00 per case. Hourly fee also applies to pre-hearing matters, preparation of award and out-of-town travel. AAA collects deposit 30 days ahead of hearing. Cancellation/Postponement: \$1,200.00 for each scheduled hearing day thru twelve (12) calendar days notice prior to the first scheduled hearing day; \$1,000.00 for each scheduled day if between thirteen (13) and thirty (30) calendar days notice. Out-of-town cases: travel time @ \$150.00 per hour, expenses at actual cost, meals at \$85 per day.

LABOR ARBITRATION PRESENTATIONS, including how to prepare a grievance and how to present an arbitration case: As noted above, no fee; actual expenses only.