

Michael R. Ben, SPHR

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Education

1967 Roosevelt High School Honolulu, Hawai'i

1971 Pacific University
BA in History Forest Grove,
Secondary Major in Education Oregon

Arbitration Decisions

2015 Matter of Arbitration Between the Hawai'i Fire Fighters Association, IAFF, Local 1463, AFL-CIO, and Department of Fire and Public Safety, County of Maui re: Employer's Motion to Enforce Settlement

2015 Matter of Arbitration Between the State of Hawai'i Organization of Police Officers (SHOPO), and Hawai'i County Police Department, County of Hawai'i re: Promotion

2015 Matter of Arbitration Between Hawai'i Government Employees Association, AFSCME, Local 152, AFL-CIO, and Department of Budget and Fiscal Services, City & County of Honolulu re: Employer's Motion to Dismiss for Lack of Subject Matter Jurisdiction and/or Arbitrability

Professional Experience

1992 – 2009 (Retired) County of Hawai'i Hilo, Hawai'i Director of Human Resources

Chief executive for human resource management in Hawai'i County government, responsible for formulating and implementing the County's HR policies and procedures and its human resources management program involving strategic planning, recruitment, compensation, personal and organizational development, employee relations, labor relations, and, health and safety. Also responsible for ensuring Hawai'i County's compliance with Title VI and VII of the Civil Rights Act, as well as Titles I and II of the Americans with Disabilities Act.

Served as the County's chief negotiator for collective bargaining with four Unions representing seven bargaining units covering 1800+ County employees. Served as Chief Spokesperson for the public employer group when directed by the Governor's Chief Negotiator;

Administered the County's self-insured workers' compensation program.

1988 – 2002 County of Hawai'i Hilo, Hawai'i Deputy Director of Personnel

Provided professional and administrative support to the Director of Human Resources in HR management for Hawai'i County.

Served as the County's chief negotiator for collective bargaining with four unions representing seven bargaining units covering 1800+ employees. Served as Chief Spokesperson for the public employer

group when directed by the Governor's Chief Negotiator;

**1981 – 1988 State of Hawai'i Honolulu, Hawai'i
Personnel Program Officer**

Served as senior staff for public sector collective bargaining contract administration.

- Advised and assisted line departments on all contract administration matters;
- Developed and implemented workshops on grievance handling, discipline, promotions, and other contract administration topics;
- Resolved employee grievances;
- Advocated grievance arbitration cases for the State;
- Provided staff support to the State's collective bargaining team; served as chief spokesperson for the public employer group when directed by the Governor's Chief Negotiator;
- Provided staff support to the attorney general's office on arbitration and Hawai'i Labor Relations Board matters;
- Developed and maintained the State's personnel rules (Title 14, Hawai'i Administrative Rules.

1980 – 1981 Neighborhood Justice Center

Trained and volunteered as a mediator for the NJC.

**1974 – 1981 State of Hawai'i Honolulu, Hawai'i
Personnel Management Specialist**

Served as staff specialist performing the duties immediately listed above, under the immediate supervision of the Labor Relations Division Chief for the State of Hawai'i.

Professional Activities

- Society for Human Resource Management (SHRM)-Hawaii State Board Member responsible for 2008 State Human Resource Conference;
- Human Resources Certification Institute task force to define the body of knowledge for human resources for the purposes of validating national certification examination for human resource management. (1999-2000)
- SHRM Area VI (Southeast U.S., Hawai'i, and Guam) Board, in various capacities (1996-1999);
- SHRM Hawai'i State Council 1990-2000 in various capacities, including Hawai'i State Council Director in 1996 and immediate past Hawai'i State Council Director in 1997;
- Society for Human Resource Management (SHRM) Hawai'i Island Chapter President 1990.

Professional Memberships

- Society for Human Resource Management (SHRM);

Volunteer Experience

- Founding Board of Directors, Holualoa Foundation for Culture and Art (1994-1999), Served on Board again for 2006-2008;
- Moku O Hawai'i Outrigger Canoe Racing Association Race

- Official, 1990-1996, 1999-to date;
- International Va`a Federation Race World Sprints Official 2004, 2006;
 - Various coaching positions with Keaukaha Canoe Club and Kamehameha Canoe Club (Hilo) and the Hui Lanikila Canoe Club, and Healani Canoe Club (Honolulu) (1982-2013);
 - Hawai`i Bicycling League, Treasurer 1983, 1984; member of the organizing group of the annual September bicycle event formerly known as the HBL/Honolulu Advertiser Century Bike Ride;
 - Various fund raising activities for the Mental Health Association in Hawai`i (1981-1988).

Fees

Hourly Rate \$200

Cancellation Fee(s) None, except reimbursement of expenses incurred by Arbitrator as a result of any cancellation or postponement.

Travel Costs Regular Coach Fare
Daily Car Rental (Intermediate Car)
Hotel Accommodation
\$100 per diem
Airport Parking (Hilo)
Parking on Island where hearing is held

Payment Terms Payment in full at submittal of an invoice. Several invoices may be submitted dependent upon length of time to bring case to a conclusion.