

WALTER R. BENAIVITZ, SPHR, CDR USN (Ret)

1842 Glen Ave, Wahiawa HI 96786

(808) 621-2094 (808) 383-9869

benavitz@hawaiiantel.net

Arbitration Arbitrator, Hawai`i Labor Relations Board Panel of Arbitrators
Rosters Arbitrator/Mediator, Federal Mediation and Conciliation Service
Permanent Panel International Brotherhood of Electrical Workers Local 1357
Work **LABOR ARBITRATOR** **2001 to present**
Experience Selected to arbitrate grievances between:
International Brotherhood of Electrical Workers Local 1357 and
Hawaiian TeleCom
United Public Workers, AFSCME Local 646 and
State of Hawai`i, Department of Public Safety, Hawai`i Community Correctional Center
State of Hawai`i, Department of Defense
State of Hawai`i, Department of Health, Hawaii State Hospital
City & County, Emergency Medical Services
City and County, Environmental Services, Treatment & Disposal Division
Hawai`i Government Employees Association, AFSCME Local 152 and
City & County, Department of Parks and Recreation
County of Hawai`i, Hawai`i Fire Department
State of Hawai`i, Department of Education
State of Hawai`i, The Judiciary
State of Hawai`i, Department of Human Services
Hawai`i Fire Fighters Association, IAFF, Local 1463 and
County of Hawai`i, Hawaii Fire Department
Federal Fire Fighters of Hawai`I, IAFF, Local F-263 and
Commander, Naval Region Hawai`i
Teamsters Local 996 and
Sutter Health Pacific dba, Kahi Mohala Behavioral Health
University of Hawai`i Professional Assembly and
Board of Regents, University of Hawai`i
UNION REPRESENTATIVE **1973-1977**
International Brotherhood of Electrical Workers
Hawai`i Federation of Teachers
Hawai`i Nurses Association
University of Hawai`i Professional Assembly
Spokesperson in public sector labor contract negotiations. Developed Union training programs and negotiations statistics. Advised negotiation committees on collective bargaining. Reported to the Union Executive Board. Managed grievances at all levels including arbitration. Initiated representation program for worker's compensation. Managed Union staff and various committees. Coordinated statewide strike. Successfully settled 53 EEO related grievances through conciliation.
LABOR RELATIONS AND TRAINING MANAGER **1977-1999**
Del Monte Fresh Produce
Managed work place incidents involving legal and regulatory matters. Managed grievances at all levels including arbitration. Experience includes grievance arbitration and investigations involving work-place violence, equal employment opportunity, Family and Medical Leave Act, safety, drug

and alcohol testing, and labor relations. Responsible for organizational development, safety programs, salaried and hourly recruitment, affirmative action programs, regulatory compliance, labor relations and related human resources budgets. Developed and coordinated managerial and hourly apprenticeship training programs. Trained human resources staff on the Hay compensation system. Implemented the Hay compensations system and salaried performance appraisal. Advised department managers and supervisors in the development of performance objectives. Developed salary incentive plans. Recruited nationally, locally and overseas for salaried and hourly personnel. Spokesperson at labor contract negotiations. Chaired Pineapple Industry Committee for benefit plan and contract administration, and negotiations.

DEPUTY DIRECTOR OF COMMUNICATIONS

1998-2001

NATO, Balkans Combat Air Operations Center as U.S. Navy Commander, ensuring communications among NATO nations and all branches of the military. Supervised 90 troops from NATO countries to accomplish the mission.

Education UNIVERSITY OF HAWAII

Bachelor of Business Administration

Major: Personnel and Industrial Relations, funded by G. I. Bill of Rights.

Accreditation

Senior Professional in Human Resources (SPHR)

FEES:

Hourly Fee: \$230

Cancellation Fee: None. Reimbursement for nonrefundable travel expenses, such as airfare and lodging.

Travel Time: For travel time, outside the state of Hawai`i, Arbitrator charges a per diem fee for any portion of travel day up to eight hours.

Expenses: For Neighbor Island travel the Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food and lodging.