

## WALTER R. BENAIVTZ, SPHR

1842 Glen Ave, Wahiawa HI 96786  
(808) 621-2094 (808) 383-9869



Arbitrator, Hawai'i Labor Relations Board Panel of Arbitrators, UPW, & IBEW 1357  
Mediator, Key Bridge Foundation Americans with Disabilities Act Mediation Program  
Member, Industrial Relations Research Association  
President, Wahiawa Community and Business Association

### Work **LABOR ARBITRATOR**

**2001 to present**

**Experience** Conducted hearings in the State of Hawai'i for a variety of public and private sector unions and employers. Issued decisions and facilitated settlement agreements on issues including discipline and discharge, contract interpretation, arbitrability, management rights, past practices, and the Hawaii Revised Uniform Arbitration Act.

### **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 program and negotiations statistics. Advised negotiations committees in private sector 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. Spokesman 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 different 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

**Fee Schedule - Arbitrator Benavitz**

**Hearings:**

\$175 per hour  
Minimum 6 hour day

**Decisions**

Two 6-hour days for each day of hearing

**Secretarial Services**

\$365

**Outer Island Fees:**

Meals  
Air Fare  
Rental Car  
Hotel Room – overnight stays

**Cancellation Fees Prior to the 1<sup>st</sup> Hearing**

\$500 (waived when appropriate)

Mahalo!

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