

JAMES M. HARKLESS

Email: jharkless@iqc.org

Present Occupation: Arbitrator

Business Address:

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Phone: (202) 489-3970

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators (President - 1998-1999)

College of Labor and Employment Lawyers (Honorary Fellow)

EDUCATION:

JD Law Harvard University 1955

AB History Harvard University 1952

CERTIFICATIONS:

Law Massachusetts 1956, Michigan 1956, District of Columbia 1969

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1970 - Present: Arbitrate labor and employment cases (see industries below) for FMCS, AAA and NMB. Started as associate umpire under Ralph Seward, umpire with Bethlehem Steel and United Steelworkers of America. From **1962 to 1964**, was Appellate Court attorney in office of NLRB General Counsel. **1961-62**, served as General Counsel of Ad-Hoc Subcommittee, of Labor and Education Committee, U.S. House of Representatives. **1957 to 1960**, associate in Boston Law firm representing unions in Labor Relations.

INDUSTRIES:

Aerospace; airlines; aluminum; automotive; bakery; brewery; broadcasting; chemicals; clothing; coal; construction; dairy; education; electrical equipment; entertainment/arts; federal sector; food processing; foundry; furniture; health care; hospital/nursing home; hotels/restaurant; iron; local government; lumber; manufacturing; mining; petroleum/petrochemicals; pharmaceuticals; plastics; police and fire; pulp & paper; retail stores; rubber/tire; ship building & drydock; steel, tobacco; transportation; truck& storage; utilities.

ISSUES:

Absenteeism; alcohol & drug abuse; arbitrability; work assignment; bargaining unit work; demotion; discharge; discipline; discrimination; health & welfare; holidays & holiday pay; incentive rates/standards; job classification; job evaluation; job posting & bidding; jurisdiction; layoff, bumping & recall; management rights; mergers; consolidation; contract terms; overtime/overtime pay; past practice; pensions; promotion; rate of pay; RIF; retirement; report, call-in, callback pay; safety; scheduling of work; seniority; severance pay; sexual harassment; strike or lockout; subcontracting; successor; training; union business; union security; vacations & vacation pay; work performance; working conditions.

PERMANENT PANELS:

Energizer/IUE; Colonial Williamsburg/HERE; Greater Baltimore Medical Center/District 1199E; USDA/AFGE, PG County, MD/AFSCME

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ARBITRATION ROSTERS:

Federal Conciliation and Mediation Service
Hawaii Labor Relations Board

PUBLISHED CASES: (Recent)

114 LA 1284 (2001); 114 LA 682 (2001); 111 LA 757 (1999); 1109 LA 609 (1998); 104 LA 1209 (1994);
100 LA 915 (1993); 94 LA 540 (1990); 93 LA 732 (1990); 91 LA 242 (1989); 87 LA 598 (1987); 85 LA 655
(1986); 84 LA 1198 (1985)

FEES:

PER DIEM FEE: \$2,400.00

CANCELLATION FEE: Postponement or cancellation within 30 days prior to scheduled hearing
\$2,400.00

TRAVEL CHARGES: Travel charged from Kapalua, Maui