

MICHAEL F. NAUYOKAS

ATTORNEY AT LAW, MEDIATOR, & ARBITRATOR
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MICHAEL F. NAUYOKAS
KELLY NISHIMURA, SR. PARALEGAL

Michael F. Nauyokas has successfully mediated 981 compensated employment, labor, personal injury, insurance, bad faith, Jones Act, longshore, maritime, commercial, products liability, construction, professional malpractice, bankruptcy, workers' compensation, securities, condominium, community association, qui tam and other disputes in Hawaii and has been selected as an arbitrator in 195 more. Over 99% of the cases he mediated were settled in one day. All but three subsequently were resolved. He has a boutique law practice specializing primarily in mediation, arbitration and employment and labor law. Mr. Nauyokas holds an "AV" rating (the highest possible) under the Martindale-Hubbell Rating System, is named in several volumes of the Martindale-Hubbell Bar Register of Preeminent Lawyers (1995-2005), The Best Lawyers Guide and The Best Lawyers in America (Alternative Dispute Resolution ("ADR") and Labor & Employment Law) (2003-06), and has been featured in Honolulu Magazine's "Best Lawyers in Hawaii," (2003 & 2005), The Honolulu Advertiser's "Leadership Corner" and Midweek's "Newsmakers." He is a Director and Fellow of The American College of Civil Trial Mediators and is the first and only individual in Hawaii certified by the Federal Mediation and Conciliation Service. Mr. Nauyokas has also been appointed a member of the United States District Court Mediation Committee for the District of Hawaii, a member of the Bar's Committee on Professionalism, a former member of the U.S. Merit Selection Panel and serves on the Executive Board of the Industrial Relations Research Association and the Bar's Committee on Continuing Legal Education.

Mr. Nauyokas is an Adjunct Professor and frequent teacher and lecturer on numerous topics in the mediation, arbitration, employment and labor law areas. Mr. Nauyokas has taught numerous courses in Mediation, Negotiation and Employment & Labor Law at the University of Hawaii and Hawaii Pacific University over the last fifteen years. He has appeared as an expert on ADR and Employment Law on numerous television and radio shows. Among the numerous organizations he has served as a lecturer are: the U.S. Department of Labor, the EEOC, the Office of Federal Contract Compliance Programs (OFCCP), the Society for Professionals in Dispute Resolution (now ACR), National Employment Lawyers Association (NELA), the American Arbitration Association, the Society for Human Resource Management and the Hawaii Employers Council.

Mr. Nauyokas' experience covers private and public sector disputes in many fields. He has authored numerous nationally published arbitration decisions and is listed as a panelist by nearly every provider of these services in the State of Hawaii. Some examples of the over 195 permanent ADR panels he is listed on include: U.S.D.C. for the District of Hawaii Mediation

**SPECIALIZING IN MEDIATION, ARBITRATION, AND EMPLOYMENT & LABOR
LAW**

MICHAEL F. NAUYOKAS, ESQ

Panel, CAAP of the Judicial Circuit Pilot Program, Sheraton Hotels/UNITEHERE, Sheraton Maui/UNITEHERE, Hilton/UNITEHERE, Hyatt/UNITEHERE, Ilikai/UNITEHERE, Council of Hawaii Hotels/UNITEHERE, Hilton Hotels/UNITEHERE, Ala Moana Hotel/UNITEHERE, Royal Kona Resort/UNITEHERE, Kahala Mandarin/UNITEHERE, Turtle Bay/UNITEHERE, Holiday Inn Waikiki/UNITEHERE, Holiday Inn Airport/UNITEHERE, Honolulu Country Club/UNITEHERE, EEOC, AAA (mediation, labor, employment, commercial, large complex commercial disputes, expedited & GSA/EEO panels), Hawaii Labor Relations Board (mediation, arbitration & fact-finding), United Airlines/AFA, DPR (mediation & arbitration), Honolulu Advertiser/ILWU, Honolulu Advertiser/Hawaii Newspaper Guild 39117, Honolulu Advertiser/Hawaii Newspaper Guild 39117 (Editorial), Honolulu Advertiser/IAM, Honolulu Advertiser/Honolulu Typographical Union 501-M, Honolulu Advertiser/Graphic Communications 501-M, Honolulu Advertiser/Hawaii Printing and Graphic Communications 413-N, Hapuna Beach Prince Hotel/ILWU, Transcontinental/ILWU, Hamakua Health/ILWU, Hilton Waikoloa/ILWU, Kilauea Agronomics/ILWU, Punaluu Bake Shop/ILWU, Master Agreement Covering Carpenters in the State of Hawaii, Masons Contractors Association, Tile Contractors Association, Wall & Ceiling Contractors Association, Tileworkers, Master Agreement Covering the Cement Finishing and Masonry Trades, ADR Hawaii (mediation & arbitration), Aloha Airlines/ALPA, NASD (mediation & arbitration), USPS/APWU (Regular & Expedited Arbitration Panels), USPS/National Postal Mail Handlers Union (Regular Contract & Discipline & Expedited Arbitration), USPS/NALC, USPS/NRLCA, Oahu Transit Services/Teamsters (Drivers & Maintenance, Office & Clerical & Para-transit), Queen's Hospital/Teamsters, Island Air/Teamsters, Aloha Petroleum/Teamsters, Better Brands/Teamsters, City Mill/Teamsters, Yellowfreight/Teamsters, McKesson/Teamsters, Saint Francis/Teamsters, Saint Francis West/Teamsters, Kapiolani Medical Center/Teamsters, Honsador-Oahu/Teamsters, Honsador-Kona/Teamsters, Meadow Gold Dairies Maui/Teamsters, KCAA/Teamsters, Charles W. Carter Co./Teamsters, Island Courier/Teamsters, Young's Market/Teamsters, Island Air/Teamsters, Meadow Gold/Teamsters, Meadow Gold-Maui/Teamsters, GMOB Group/Teamsters, USDA, NYSE (arbitration & mediation), Hamakua Health Center/HNA, Queen's Medical Center/HNA, Kaiser/HNA, Kapiolani Medical Center/HNA, Kuakini Medical Center/HNA (Registered Nurses and Licensed Practical Nurses), St. Francis Medical Center/HNA, Saint Francis West/HNA, Kahi Mohala/HNA, Molokai Hospital/HNA, Hospice Hawaii/HNA, Pohai Nani/HNA, Kahuku Hospital/HNA, Wilcox Memorial Hospital/HNA, Maui Medical Group/HNA, HNA, Collective Bargaining Organization of the Hawaii Nurses Association, The Prince Hotels, Inc./ILWU, Straub/ILWU, Grand Wailea/ILWU, Floral Resources HI/ILWU, Maui Prince/ILWU, Mililani Town Assoc./ILWU, Wailea Ekahi/ILWU, Ohana Keauhou/ILWU, Wilcox Hospital/ILWU, Kona by the Sea Resort/ILWU, Aston Whaler/ILWU, AOA Queen Emma Gardens/ILWU, Diamond Head Memorial/ILWU, Maui Beach Hotel/ILWU, Maui Palms Hotel/ILWU, Nuuanu Memorial/ILWU, Oahu Cemetery Association/ILWU, Kuwaye Trucking/ILWU, Hawaiian Memorial Park and Cemetery/ILWU, HT&T Trucking/ILWU, Punaluu Bake Shop/ILWU, Valley of the Temples/ILWU, Maui Lu Resort/ILWU, Mililani Memorial Park &

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Mortuary/ILWU, Hawaii Job Corps/ILWU (Both Advisors & Counselors CBAs), New Otani Kaimana Beach Hotel/ILWU, Worldmark Resort/ILWU, Laborers' Local 368, Lunalilo Home/UPW, Child & Family Service/UPW, Hamakua Health Center/UPW, Kahuku Hospital/UPW, Kapiolani Medical Center/UPW, Nuuanu Hale/UPW, Pohai Nani/UPW, Molokai General Hospital/UPW, Lunalilo Home/UPW, City & County/UPW Expedited Arbitration, Kahuku Hospital/UPW, all SEIU Local 556 panels, NELA (mediation & arbitration), MREP, ACCTM, National Employment Mediation Services, Star Markets/UFCW (Meatcutters), Star Markets Kahala/UFCW (Clerks), Aloha Nursing/UFCW, National Arbitration Forum (Panels of Arbitrators and Mediators) and U.S. Bankruptcy Court Mediator panels.

**SOME EXAMPLE ATTORNEYS WHO HAVE SELECTED/USED
MR. NAUYOKAS AS A MEDIATOR AND/OR ARBITRATOR**

Jocelyn Abanes	Jerry Chang	Ryan Engle	Ronald Heller
Diane Agor-Otake	Ray Cheung	Joseph Fagundes	Daniel Hempey
Lorraine Akiba	Gale Ching	Frank Fernandez	Terry Herndon
Kathryn Albu	Cara Ching	Christopher Ferrara	Jerry Hiatt
Ronald Albu	Susan Chock	Ramon Ferrer	Kathy Higham
Laura Anderson	Nathan W.S. Choi	Maria Fidelino-Cook	John Hillsman
Nadine Ando	Cedric Choi	Douglas Fitch	Kenneth B. Hipp
Lyn Anzai	Brian Choy	Laura FitzRandolph	Richard Hirai
Jan Apo	Dean Choy	Ward Fujimoto	Keith Hiraoka
George Apter	Ray Saint Chu	Wesley M. Fujimoto	Clark Hirota
James Ashford	Christine Chun	Elizabeth Fujiwara	Allen Hoe
Paul Au	Lowell Chun-Hoon	Richard Fukuda	Gary Holmes
Sidney Ayabe	Ellen Cirangle	Kenneth Fukunaga	Mark Honda
Michael Baldonado	Sheri-Ann Lau Clark	Janice Futa	Harold Hoppe
David Banks	Gerald Clay	Stephanie Gallagher	Joshua Hornaday
Scott Batterman	Mark Clement	Michael Garrison	Jeffrey Hossellman
Roy Bell	Christopher Cole	Matthew Gauger	Peter Hsieh
Dale Bennett	Leroy Colombe	Jim Geiger	Amy Hudson
Scot Bernstein	Perry Confalone	R. Steven Geshell	Susan Ichinose
Joan Best	Elisabeth Contrades	David Gierlach	Gisela Iglesias
Jan Boivin	Rebecca Covert	Jason Giles	Ashley Ikeda
Michael Bonsteel	Peter Cragie	Tracey Ginn	Clayton Ikei
Daniel Boone	John R. Cummings	Robert Godbey	Rogers Ikenaga
George Brandt	Ralph Cursio	Lester Goo	Darlene Itomura
Myles Breiner	Everett Cuskaden	Kenneth Goya	William Jarrett
Gordon Bronson	Danielle Degele-	Michael Green	Barry Jellison
Charles Brower	Mathews	David Groundwater	Linden Joesting
Penny Brown	Sheryl Delaney	David Hagino	Patrick H. Jones
Pamela Bunn	Rebecca Delany	William Hake	Jared Jossem
Timothy Burke	John Deller	Alice Hall	Debra Kagawa
R. Michael Burke	John Dempsey	Ronald Halper	Dexter K. Kaiama
Meredith Burns	Grace R. Den Hartog	James Halvorson	Malia Kakos
Wendy Campaniano	Richard DeWaele	Geoffrey Hamilton	Kitty Kamaka
Catherine Carey	Kristen Drake	Colleen Hanabusa	Lila Kanae
Venetia Carpenter-	Paul Duvall	Wendy Hanakahi	Valerie Kato
Asui	Sam Edgerton	David Harada-Stone	Robert S. Katz
Ben Carroll	Anna Elento-Sneed	Ryan Harimoto	Kristie Kawakami
Richard T. Cassidy	J. Kent Emison	Jeffrey S. Harris	Robert Kawamura
Michael Chambrella	Darcy Endo-Omoto	Mark Haugen	Edward Kemper

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Robert Kessner	Paul Maki	Michael Nelson	Gregory Sato
Charles Khim	Barry W. Marr	Sheryl Nicholson	William Saunders
Kaiulani Kidani	Michael Marsh	Greg Nishioka	Jennine Schell
Jayna Kim	Susan Marshall	John S. Nitao	Ronald M. Shigekane
Sean Kim	Robert Marx	Ernest Nomura	Kristin Shigemura
Nelson Kinoshita	Stanford Masui	Steve Noufer	Nichole Shimamoto
Barb Kirschenbaum	Jerold T. Matayoshi	Evelyn Nowaki	Regina Silva
Keith Kiuchi	Darren Matsuda	Carrie Okinaga	David F. Simons
Robert Klein	Michael McCarthy	William J. Olson	John B. Simpson
John L. Knorek	Bingham McCutchen	Peter Olson	William F. Sink
Roy Kodani	Mark McDougall	Elena Onaga	Vincent Slusher
Kerry Komatsubara	R. Laree McGuire	Leighton Oshima	Douglas Smith
Sheree Kon-Herrera	Timothy McNulty	Michael Ostendorp	Arthur H. Sobel
Kevin Kondo	Dane Miller	Michael Oswald	Woodruff Soldner
Andrew Kopon	David Minkin	Duane Pang	Paul Sorrentino
Joel Krischer	Melanie Mito May	John Peck	Gordon Stewart
Ken Kuniyuki	Keith Miyahira	Andrew L. Pepper	Tracy Stoneman
Douglass Lampe	David Mogilefsky	Ronald Peters	Margaret Sueoka
Robert Langdon	Ernest C. Moore, III	A. Richard Philpott	Nancy Sugimura
Daniel Larkin	Bonnie Moore	Brooke Pierman	Magali Sunderland
John Lattin	Douglas Moore	William Plum	Wilma Sur
Alan J. Leach	Julia Morgan	Tracy Poole	Jennifer Szutu
James Leavitt	Mark K. Morita	Jeffrey S. Portnoy	Herbert Takahashi
Robert LeClair	Daniel Morris	Lisa Quateman	Greg Takase
Elena Ledoux	Daniel Mueller	Richard M. Rand	Christine Tamashiro
Terrence Lee	Michael Murata	Joseph K. Reid	William Tamayo
Shirley Lee	Ako Murphy	Stefan Reinke	Karen Tashima
Dale Lee	Michael Murphy	James Remeika	Cheryl Tipton
T. Stephen Leong	Robert L. Murphy	Jonathan Robbins	Sabrina Toma
Ronald Leong	James Myhre	Wendy Robinson	Lynne Toyofuku
Phillip Li	Edwin Nacino	Randall Rosenberg	Peter Trask
Michael A. Lilly	Shinken Naitoh	David Rosenfeld	Matt A. Tsukazaki
John Lines	Janna Nakagawa	Arthur Ross	Paul Tsukiyama
Alan Lipkin	Kris Nakagawa	Stephen Roy	Evelyn Tsuno
Sherri-Ann Loo	Lee T. Nakamura	Antonio Ruiz	Wilfredo Tungol
Charles Loomis	Derek Nakamura	Edward W. Russey	Richard Turbin
Sandra Loomis	Richard Nakamura	Jerry Ruthruff	Peter Uehara
Judy Louie	David Nakashima	Ryan Roylo	Philip Uesato
Chad Love	Steven N. Nakashima	Edmund Saffery	Carl Varady
Allen Lynde	Lani Nakazawa	Paul Saito	Danny Vasconcellos
Mark Maddox	Gordon Nelson	Amy M. Samberg	Matthew J. Viola

Roy Vitousek
Lisa Von Der Mehden
Bruce Voss
Sarah O. Wang
Chad Weaver
Michael Weissmann
Brent White
Jan Wiedman
Jerry Wilson
Richard Wilson
Cynthia Winegar
G. Todd Withy
Anne Wondolowski
Melvin Y.Q. Wong
Eric W. Wong
Vernon Woo
Andre Wooten
Richard Wootton
Paul Yamamura
Micky Yamatani
Elizabeth Yang
Dale Yashiki
Christopher Yeh
Thomas Yeh
Gary Yokoyama
Randal S. Yoshida
Wayne S. Yoshigai
Renee M.L. Yuen
Wade Zukeran

Alternative Dispute Resolution (“ADR”) Skills Training:

- *Advanced Mediation Training*, American College of Civil Trial Mediators (2005).
- *Specialized Mediation: Handling Difficult Employment, Medical Malpractice and PI Cases*, Straus Institute for Dispute Resolution, Pepperdine School of Law (2005).
- *AAA Neutrals Conference*, American Arbitration Association (“AAA”) (2005).
- *FMCS Arbitrator Certification*, Federal Mediation and Conciliation Service (2004).
- *ACCTM Retreat*, American College of Civil Trial Mediators (2004).
- *ACCTM Retreat*, American College of Civil Trial Mediators (2005).
- *International Arbitration Seminar*, International Arbitration Center (2004).
- *National Symposium on Issues Affecting the Professional Mediator*, International Academy of Mediators/American College of Civil Trial Mediators (“ACCTM”) Conference (April 2004).
- *National Trends in Mediation*, Hawaii Supreme Court (2004).
- *Federal Court Mediation Panel*, U.S.D.C. for the District of Hawaii (2004).
- *Interest Arbitration*, Industrial Relations Research Association (“IRRA”) (2004).
- *Revised Uniform Arbitration Act*, IRRA (2003).
- *Power Struggles in the Workplace: Does Mediation Work?*, Supreme Court of Hawaii (2003).
- *U.S.D.C. Mediator Training*, U.S.D.C. for the District of Hawaii (2003).
- *Advanced Mediation Training*, American College of Civil Trial Mediators 2003 Summer Conference/Retreat (July 2003).
- *Arbitrator II Workshop: Advanced Case Management Issues*, American Arbitration Association (December 2002).

- *Employment Mediation: The 98% Success Story*, Hawaii State Bar Association Annual Convention (October 18, 2002).
- *How to Make the Most of Mediation*, National Employment Lawyers Association (“NELA”), National Convention Seattle (June 28, 2001).
- *Techniques Mediators Use to Settle Cases*, NELA, National Convention (2001).
- *Mediation of Employment Claims*, Hawaii State Bar Association Labor and Employment Law Section (May 17 & 18, 2001).
- *Settlement Strategies and Using Mediation to Your Advantage*, NELA, National Seminar (March 2001).
- *ADR in Employment Law* (December 2000).
- *Maximizing ADR in Employment*, Hawaii State Bar Association (“HSBA”) Annual Convention (December 1, 2000).
- *Cutting-Edge Mediation Issues and Skills* (November 2000).
- *Mediation Panel*, NELA (April 8, 2000).
- *The 98% Success Story: Mediation is Here*, NELA, Hawaii Chapter (April 2000).
- *Techniques Mediators Use to Settle Cases*, NELA, National Convention (2000).
- *Employment Mediation*, NELA, Hawaii Chapter (1999).
- *Labor and Employment Mediation & Negotiation*, University of Hawaii (Fall 1999).
- *Training on Mediation*, Mediation Research & Education Project, Inc. (November 18, 1999).
- *Negotiations: Best Practice Tips* (including mediation), NELA, National Convention Monterey, CA (June 24-27, 1998).
- *Avoiding Employment Litigation: ADR of Employment Disputes in the 90's* (1 hour).

- *Strategies for Successful Mediation of Employment Claims* (1997) (1-1/2 hours).
- *ADR: A Proactive and Economical Way of Resolving Disputes*, Society of Human Resource Management (“SHRM”) (February 19, 1997).
- *Successful Strategies in Mediating Employment Cases*, NELA (October 1996).
- *Conflict Resolution in the Workplace Enters a New Era*, ALI-ABA (1994) (4 hours).
- *Alternative Dispute Resolution*, Hawaii Employers Council (1994) (4 hours).
- *Alternative Dispute Resolution – Models for In-House Resolution of Employment Complaints*, Hawaii Employers Council (February 23, 1994).
- *How to Use Negotiation, Mediation and Arbitration*, Hawaii Institute for Continuing Legal Education (“HICLE”) (1993).
- Two NELA workshops/seminars on Mediation (1-1/2 hours).
- *ADR of Employee Concerns*, Hawaii Employers Council (1992).
- *Negotiation and ADR*, University of Hawaii, William S. Richardson School of Law (Summer of 1987) (1 credit/16 hour course).
- *ADR Techniques*, University of Hawaii, William S. Richardson School of Law (CLE) (1987) (4 hours).

Publications

Comment, *Two Growing Procedural Defenses in Common Law Wrongful Discharge Cases – Preemption and Res Judicata*, 11 U. Haw. L. Rev. 143 (1989)

Nauyokas, Michael F., *Alternative Dispute Resolution - - Models for In-House Resolution of Employment Complaints*, Hawaii Employers Council (February 23, 1994)

Nauyokas, Michael F., *Employer Compliance with the Americans with Disabilities Act*, Hawaii Employers Council (June 25, 1991)

Nauyokas, Michael F., *Employment Mediation*, National Employment Lawyers Association Hawaii Chapter Proceedings (Audiotape 1999)

Nauyokas, Michael F., *Employment Mediation: The 98% Success Story*, Hawaii State Bar Association Annual Convention Proceedings (Videotape October 18, 2002)

Nauyokas, Michael F., *Employment Mediation: The 98% Success Story*, Hawaii State Bar Association Annual Convention Proceedings (October 18, 2002)

Nauyokas, Michael F., *Hawaii's New "Sexual Orientation" Employment Discrimination Law*, Hawaii Employers Council (June 25, 1991)

Nauyokas, Michael F., *How to Make the Most of Mediation*, National Employment Lawyers Association National Convention Proceedings (Audiotape 2001)

Nauyokas, Michael F., *How to Make the Most of Mediation*, National Employment Lawyers Association, Volume I, National Convention Proceedings 104-116 (June 28, 2001)

Nauyokas, Michael F., *The Legal Environment of Human Resources for Administering the Human Resource Function in a Small Company*, Hawaii Employers Council (June 25, 1991)

Nauyokas, Michael F., *The Legal Environment of Human Resources for Administering the Human Resource Function in a Small Company*, Hawaii Employers Council (June 20 & 22, 1990)

Nauyokas, Michael F., *Mediation of Employment Claims*, Hawaii Labor and Employment Law (May 17 & 18, 2001)

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Nauyokas, Michael F., *The 98% Success Story: Mediation is Here*, National Employment Lawyers Association Hawaii Chapter Proceedings (Audiotape 2000)

Nauyokas, Michael F., *Settlement Strategies and Using Mediation to Your Advantage*, National Employment Lawyers Association National Seminar Proceedings (Audiotape 2001)

Nauyokas, Michael F., *Settlement Strategies and Using Mediation to Your Advantage*, National Employment Lawyers Association, National Seminar 379-91 (March 2001)

Nauyokas, Michael F., *Techniques Mediators Use to Settle Cases*, National Employment Lawyers Association, National Seminar Proceedings (Audiotape 2001)

Nauyokas, Michael F., *Techniques Mediators Use to Settle Cases*, National Employment Lawyers Association, National Seminar (March 2001)

Nauyokas, Michael F. (moderator), *Techniques Mediators Use to Settle Cases*, National Employment Lawyers Association National Convention Proceedings, (Audiotape 2000)

Nauyokas, Michael F., *Tips on Hiring and Firing*, Pacific Business News (December 23, 1996)

Nauyokas, Michael F., *Tips on Hiring/Firing Association Employees*, Building Management Hawaii 16 (2002)

Nauyokas, Michael F., *Whistleblowers and Employee Rights of Free Speech*, Hawaii Employers Council (June 25, 1991)

Nauyokas, Michael F., *Wrongful Termination Law in Hawaii*, 4 Hawaii Bar Journal 71 (2002)

Nauyokas, Michael F., *Wrongful Termination Law in Hawaii*, The Nuts and Bolts of Plaintiff's Employment Litigation II (April 13, 1996)

Nauyokas, Michael F., *Wrongful Termination Law in Hawaii*, Hawaii Community Association Reference Book 101 (1996)

Nauyokas, Michael F. *Wrongful Termination Law in Hawaii*, Hawaii Community Association Reference Book 101 (1997)

Nauyokas, Michael F., & Ichinose, Susan M., *Maximizing ADR in Employment*, Hawaii State Bar Association Convention Proceedings 9-30 (December 1, 2000)

Cases Reported

Alan Ajed v. Merrill Lynch, NASD 00-02536 (Nauyokas, Arb. April 2002).

Aloha Airlines, Inc. and International Association of Machinists and Aerospace Workers, 01-1 ARB ¶3667 (Nauyokas, Arb. August 23, 1999).

B.K.B. v. Maui Police Department, No. 99-17087 (9th Cir. January 9, 2002) (trial).

Betty Rogers v. Merrill Lynch, NASD (Nauyokas, Arb. 1999).

Graphic Communications Int'l. Union, Local 501-M v. Tongg Printing Company, Inc., et al., 1996 WL 33676547

Hawaii Teamsters and Allied Workers, Local 996 and Oahu Transit Services, Inc., 03-1 ARB ¶3382 (Nauyokas, Arb. October 2, 2002).

Hawaii Teamsters and Allied Workers, Local 996 and Oahu Transit Services, Inc., 03-2 ARB ¶3599 (Nauyokas, Arb. October 2, 2002).

Hawaiian Electric Company, Inc. and IBEW Local 1260, 117 LA (BNA) 477 (Nauyokas, Arb. May 6, 2002).

Hawaiian Electric Company, Inc. and IBEW Local 1260, 117 LA (BNA) 1433, 04-1 ARB ¶3747 (Nauyokas, Arb. October 2, 2002).

Hotel Employees and Restaurant Employees, Local 5, AFL-CIO and Hyatt Regency Waikiki, 03-2 ARB ¶3512 (Nauyokas, Arb. November 13, 2001).

Hotel Employees and Restaurant Employees, Local 5, AFL-CIO and Sheraton Waikiki Hotel, 114 LA (BNA) 1595 (Nauyokas, Arb. June 15, 2000).

Hotel Employees and Restaurant Employees, Local 5, AFL-CIO and Sheraton Waikiki Hotel, 119 LA (BNA) 372 (Nauyokas, Arb. October 2, 2003).

Hudson v. CompUSA, 2002 WL 32851636.

KSL Grand Wailea Resort, Inc., dba Grand Wailea Resort Hotel & Spa and International Longshore & Warehouse Union, Local 142, 120 LA (BNA) 833 (Nauyokas, Arb. May, 2004).

Mitchell v. State, 77 Hawaii 305, 95 Ed. Law Rep. 707 (1994)(amicus).

Roy Nahas v. Wedbush Morgan Securities, NYSE #2001-009304 (Nauyokas, Arb. 2002).

Oahu Transit Services and Hawaii Teamsters and Allied Workers, Local 996, 120 LA (BNA) 604 (Nauyokas, Arb. July 21, 2004).

Ogden Services Corporation, 111 LA (BNA) 250, 98-2 ARB ¶5350 (Nauyokas, Arb. August 31, 1998).

United Public Workers, AFSCME, Local 646, AFL-CIO and City and County of Honolulu, Department of Facility Maintenance, Road Maintenance Division, Kailua Corporation Yard, 03-1 ARB ¶3381 (Nauyokas, Arb. October 7, 2002).

United Public Workers, AFSCME, Local 646, AFL-CIO and County of Maui, Department of Public Works and Environmental Management, 120 LA 1198 (2004).

United Public Workers, AFSCME, Local 646, AFL-CIO and State of Hawaii, Department of Health, 109 LA (BNA) 289 (Nauyokas, Arb. July 11, 1997).

University of Hawaii and University of Hawaii Professional Assembly, 113 LA (BNA) 780 (Nauyokas, Arb. September 14, 1999).