

HELEN M. WITT

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Present Occupation: Arbitrator and Mediator

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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators
American Bar Association

Pennsylvania Bar Association
National Association of Railroad Referees

EDUCATION

JD Law University of Pittsburgh School of Law
BA Political Science Dickinson College

CERTIFICATION

Law 1969

ARBITRATION/LABOR RELATIONS EXPERIENCE:

30 years experience as arbitrator and mediator. 1969-70, Law Clerk, Court of Common Pleas; 1971-74, Partner, Witt & Witt Law Firm; 1975-83, Ass't to Chairman, USS/USWA Board of Arbitration; 1983-88, Chairman and Member, National Mediation Board; This is a Presidential appointment requiring Senate confirmation. The NMB administers the Railway Labor Act that governs labor relations in the airline and railroad industries. 1988-92, Chairman, Iron Ore Industry Board of Arbitration; responsible for all arbitration in the taconite industry at mines on the Mesabe Range. 1995-2002, The Witt Firm, worked part-time in general practice in addition to regular arbitration schedule. Have done many lectures on various alternative dispute resolution topics for educational, professional and social organizations including the American Arbitration Association and the American Bar Association. Have served on three Presidential Emergency Boards since 1997 involving airline disputes.

INDUSTRIES:

Airlines, advertising, aluminum, automotive, bakery, beverage, building products, brewery, broadcasting, canning, cement, chemicals, communications, construction, dairy, education; electrical equipment/appliance; entertainment/arts; food (manufacturing/processing/service) foundry; furniture; glass/pottery; health care; hospital/nursing home; iron; lumber; machinery; maritime; metal fabrication; mining; office workers/clerical; organizations; petroleum/petrochemicals; pharmaceuticals; police and fire; printing and publishing; prison guard; pulp and paper; railroads; refrigeration/HVAC; restaurants; rubber/tire; steel; transportation; trucking and storage; utilities; warehousing.

ISSUES:

Affirmative action; absenteeism; arbitrability; bargaining unit work; conduct (off-duty/personal) demotion; discipline (non-discharge) discipline (discharge); age discrimination; disability discrimination; race discrimination; sex discrimination; religious discrimination; drug/alcohol offenses; fringe benefits including bonuses, holidays, insurance, leave, vacations; grievance mediation; job performance; job posting/bidding; jurisdictional disputes; layoffs/bumping/recall; management rights; past practices; pension and welfare plans; promotion; safety/health conditions; seniority; sexual harassment; strikes, lockouts, work stoppages, slowdowns; subcontracting/contracting out; tenure/reappointment; union security; cost-of-living pay; holiday pay; incentive pay; job classification and rates; overtime pay; severance pay; vacation pay; work hours,

schedules and assignments; working conditions/ work orders; violence or threats.

PERMANENT PANELS:

Commonwealth of Pennsylvania & AFSCME, SEIU, PSCOA and PSEA; State of Connecticut & SEIU, District 1199; City of Pittsburgh Board of Education & PSEA; Burlington Northern Santa Fe Railroad, Florida East Coast Railroad, CSX Railroad and United Transportation Union; Ormet Aluminum and USWA; Bethlehem Steel & USWA, National Steel & USWA.

ARBITRATION ROSTERS:

National Mediation Board
American Arbitration Association
Federal Mediation & Conciliation Service

PA Bureau of Mediation
PA Department of Labor & Industry

PUBLISHED CASES:

While there are numerous published steel industry or public sector cases published by the parties, I do not personally submit cases for publication.

FEES:

PER DIEM FEE: \$900.00 for grievance arbitration, hearings, and study and preparation of the Award. A hearing day is any portion of a day up to 8 hours. Study and preparation is prorated.

Cancellation Policy: If a scheduled grievance arbitration hearing is cancelled or postponed within 21 calendar days of the agreed-to date, there is a cancellation fee of \$450.00. If a scheduled hearing is canceled or postponed within 14 calendar days preceding the scheduled date, the cancellation fee is \$900.00. For good cause shown, hearings may be postponed for emergencies without penalty so long as they are later rescheduled.

Interest arbitration, Fact-Finding and Labor Mediation: Fee is \$1,000 per day for up to 8 hours hearing or mediation sessions. Study and preparation of an opinion or finding of fact is billed at \$125.00 per hour. Hearings or mediation sessions cancelled within 14 days of the scheduled date will be billed at the per diem rate.

Travel Time: Travel time is billed only for travel requiring 4 or more hours on days before or after the hearing day if necessary to reach or depart from hearing destination. Billing rate is prorated according to time required.

Expenses: Travel expenses are billed at their actual cost for airfare, car rental, lodging and meals. Automobile mileage is charged at the applicable IRS expense rate. There are no charges for administrative expenses such as telephone calls, copying, postage and clerical assistance.

Detailed fee schedules will be forwarded to parties immediately upon selection.