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Arbitrator Charlene MacMillan brings more than three decades of labor relations experience and leadership to her work as an arbitrator, having served as advisor, advocate, and chief negotiator in the private and public sectors. She is trained and certified in arbitration; in contract, labor & employment law; and in mediation; and is skilled in interpretation, negotiation and administration of collective bargaining agreements. Arbitrator MacMillan applies her deep understanding of the dynamics of collective bargaining, and of labor & employment relations, when deciding matters brought to arbitration. She has earned the trust of both labor and management for her integrity, fairness, competence, and professionalism.

A member of the National Academy of Arbitrators (NAA), Arbitrator MacMillan also performs academic peer review in matters of domestic and international labor-management relations, human resources, and dispute resolution. She continues to develop and deliver training for management and labor advocates alongside her arbitration practice.

Arbitrator MacMillan routinely adjudicates matters in the following areas:

INDUSTRIES: Aerospace · Automotive · Communications · Corrections · Customer Service (incl. Call Center) · Defense · Education · Emergency Management · Energy · Engineering · Exhibition, Convention & Meeting · Federal Sector · Grocery · Healthcare · Human & Social Services · Information Technology · Land Use & Planning · Law Enforcement · Local Government · Oil & Gas · Public Administration · Public Health · Public Safety · Public Works · Retail · Securities · Transit · Transportation (incl. TNCs) · Utilities

ISSUES: Arbitrability · Benefits administration · Bid systems · Classification · Compensation · Contract administration & interpretation · Contract implementation · Deactivation · Decision bargaining · Discharge · Discipline · Drug testing · DUI · Effects bargaining · Firearms & firearms training · Harassment · Fraud · Insubordination · Interest arbitration · Jurisdiction · Just cause · Last-chance agreements · Layoff & recall · Leaves · Overtime · Performance management · Policies · Representation · Safety · Scope of practice · Seniority · Sexual harassment · Social media · Subcontracting/Contracting out · Theft/Conversion · Unfair labor practices · Wage and hour · Workplace violence/assault

Current national, regional and permanent arbitration panel appointments include:

- American Arbitration Association (AAA)
- Federal Mediation & Conciliation Service (FMCS)
- National Mediation Board (NMB)
- Alaska Labor Relations Agency (ALRA)
- California State Mediation & Conciliation Service (CSMCS/PERB)
- Montana Board of Personnel Appeals
- Nevada Employee-Management Relations Board (EMRB)
- Oregon Employment Relations Board (ERB)
- The Labor Relations Connection (LRC)
- Virgin Islands Public Employees Relations Board (VIPERB)
- Washington State Public Employment Relations Commission (PERC)

- AEA-ASD Panel of Arbitrators
- ATU 587-KC Metro Transit
- Drivers Union-HopSkipDrive (TNC)
- SEIU 1199NW-Northwest Hospital
- UFCW-Western Washington Grocery Employers
- UFCW 1564-Albertson's/United Supermarkets
- UFCW 1564-Smith's Food & Drug Stores
- USPS-APWU: AK, CA, ID, MT, OR, WA
- USPS-NALC: AK, ID, MT, NV, OR, UT, WA
- USPS-NPMHU: AK, CA, CO, OR, WA, WY

PUBLICATIONS

Labor-Management Relations: A Handbook for Labor Relations Professionals (2021)

The 7 Tests of Just Cause: Arbitral Standard or Labor-Management Tool? (2016)

FEE SCHEDULE AND CANCELLATION POLICY

This fee schedule is reviewed periodically, and is subject to change. Fees in effect at the time of my appointment to a matter will apply to initial and subsequent hearing dates scheduled.

Per diem: \$2,400

Per diem rate applies to travel in excess of four hours, study and award writing time, billed in half-day increments.

Once confirmed on my schedule, matters are subject to the following cancellation/continuance fees:

- With 20 calendar days' notice, or less: \$2,400 per hearing day scheduled
- With more than 20 calendar days' notice: \$1,200 per hearing day scheduled

Travel expenses billed for reimbursement at actual cost.

Invoices are due on receipt. Unpaid invoices will be re-billed every thirty (30) days. The second and each subsequent re-billing of an invoice will be subject to a re-billing fee of \$250.00.