

Richard D. Fincher

Labor Arbitrator

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Labor Arbitrator, Phoenix, Arizona (1998-Present)

Managing Partner, Workplace Resolutions LLC

Provide grievance mediation, fact-finding, facilitation of collective bargaining, and joint labor relations training to Unions and Management.

Chairman, City of Phoenix Employment Relations Board (PERB) (2004 to present)

PERB is the administrative law agency governing labor relations between the city and the 13,000 employees. PERB is modeled after the National Labor Relations Board and handles unfair labor practice and representation elections.

Faculty Associate- Labor and Employee Relations (2000 to Present)

Arizona State University, Carey College of Business, Tempe, Arizona

Faculty Associate- Employment mediation and training

Scheinman Institute for Conflict Resolution, Cornell University

2003-2008 President and Board of Directors- Arizona Industrial Relations Association (AIRA)

2009 Board of Directors- Labor and Employment Relations Association (LERA)

Advanced Practitioner in Labor Arbitration, Association for Conflict Resolution

Labor Arbitration and Workplace Panels

- Federal Mediation and Conciliation Service (FMCS)
- Phoenix Employee Relations Board (PERB)
- National Mediation Board (NMB)
- Permanent Panel-Qwest and CWA
- Permanent Panel-Clark County, Nevada and SIEU
- Permanent Panel-U.S. Social Service Administration
- Permanent panel-Union Pacific Railroad and ATU
- State of Arizona Department of Education Hearing Officer Panel
- American Arbitration Association (AAA)
 - Labor Arbitration Panel
 - National Employment Mediation and Arbitration Panel
 - Arizona Academic Grievance Panel

Industry Experience in Labor Arbitration

Electronics

Healthcare

Telecommunications

Aerospace

Computer technology

Public education

Railroad

Public transit

Public state/city sector

Federal sector/military

Food/grocery

Police

Aviation

Automotive

Education

DePaul University College of Law – Chicago, Illinois, J.D.

Intern to National Labor Relations Board (NLRB), Region 13, Chicago, IL

Cornell University – Ithaca, New York, B.S., School of Industrial and Labor Relations

Student Apprentice in labor arbitration

Bar License

Admitted to Illinois Bar, 1982, Seventh Circuit Court of Appeals (active)

Admitted to California Bar, 1987, Ninth Circuit Court of Appeals (active)

Labor Background

Instructor in Labor Arbitration for George Meany Labor Education Center (AFL-CIO), Maryland

Former Member, International Brotherhood of Electrical Workers (IBEW), Niagara Mohawk Electric Corporation

Former Member, Retail Clerk International Union (RCIU), Super-Duper Food Markets

Scholarship Recipient – Walter Reuther UAW Family Education Center, Black Lake, Michigan, fourteen day residential program

Professional Experience

Corporate Director of Labor Relations/Aerospace Sector

Honeywell Corporation, Phoenix, Arizona

Corporate Counsel and Chief Labor Negotiator – Labor and Employment Law

Baxter Healthcare Corp., Chicago, IL

Labor Relations Consultant – Education and Training Department

American Arbitration Association, Washington, D.C.

Manager of Labor Relations, National Labor Negotiation Team

Xerox Corporation, Rochester, New York

Memberships, Affiliations, and Honors (past or present)

National Board of Directors-Association for Conflict Resolution

Past-President-Maricopa Dispute Resolution Association (MADRA)

Board of Directors-Arizona State Bar, Alternative Dispute Resolution (ADR) Section

Advisory Board-American Arbitration Association Regional Office (AAA)

American Bar Association (ABA), Labor and Employment Law Section

Published Labor Articles

Arizona School Districts and Interest-Based Negotiations, AIRA Exchange, 2002

Mistakes Parties Make in Mediation, Maricopa Lawyer, 2002

Last Chance Agreements in Labor Arbitration, AIRA Exchange, 2002

Personal Security for Arbitrators, Journal of the Association of Conflict Resolution, 2002

Opening Statements in Labor Arbitration, AIRA Exchange, 2001

Insights into the Mediation of Employment Disputes in Arizona, AIRA Exchange, 2001

Avoiding Workplace Violence; Ten Practical Steps, MPHRA News, 2000