

2014 PERB CONFERENCE: CELEBRATING 40 YEARS

Presenter Bios

MEDIATION ETHICS



The Honorable Celeste F. Bremer: Chief U.S. Magistrate Judge Celeste F. Bremer was appointed to serve the U.S. District Court for the Southern District of Iowa in 1985. She is a 1974 graduate of St. Ambrose College, a 1977 graduate of the University of Iowa College of Law, and received her Doctorate in Adult Education in 2002 from Drake University. She is admitted to practice in Iowa and California. Prior to her appointment on the federal bench, she was an Assistant Scott County Attorney; a partner in a law firm in Davenport, Iowa; an Assistant Iowa Attorney General; and corporate counsel for Deere & Co. and Economy Forms Corporation. While serving as a judge, she has taught classes at Drake University Law School, Drake University School of Education, Simpson College, Kaplan University, has served as Interim Director of Drake Law School’s LLM Program, and regularly teaches

mediation for judges at the Federal Judicial Center. Additionally, she presents continuing education programs for judges and lawyers on civil litigation topics and legal ethics. She has been invited to design programs covering mediation, Rule of Law, and judicial education for courts in Krakow, Kuala Lumpur, Bangalore, and Tunisia. Her work as a U.S. Magistrate Judge includes trials of civil cases, case management of all phases of litigation, civil case mediations, preliminary criminal case hearings, and she specializes in complex case litigation. She was appointed by the Chief Justice to serve as a member of the Judicial Conference of the U.S. Space and Facilities Committee, and was the court’s liaison for all district construction projects for over a decade.

Early in her career, Judge Bremer became interested in the judicial selection process in Iowa, first as an applicant, then as a Merit Selection Commissioner, and served in 1987 as Chair of the Iowa Supreme Court Council on Judicial Selection. This Council, in conjunction with the American Judicature Society, published The Handbook for Iowa Judicial Nominating Commissioners, which is still in use today. Judge Bremer conducts training for Iowa Merit Selection Commissioners, helping them select an organizational system, and identify the qualifications for judicial nominees. Judge Bremer serves as a mentor to all judicial applicants, helping them navigate the judicial selection process in state and federal courts. She served as a member of the Eighth Circuit Gender Fairness Task Force in 1994, and continues to implement their recommendations to ensure that justice is not only done, it is seen to be done.

She is a member of the Infinity Project, whose mission is to increase gender diversity on the U.S. Court of Appeals for the Eighth Circuit. She helped organize education programs for applicants, the public, lawyers, and anyone interested in getting women “in the pipeline” for appointment to appellate courts, while calling attention to the need for transparency in judicial appointment processes. She was awarded the Diana Murphy Legacy Award in 2014.

Judge Bremer is a member of the Iowa Bar Association, the Federal Magistrate Judges Association, the American Bar Association, the National Association of Women Judges, the American Institute of Architects (Affiliate Member), the Iowa Organization of Women Attorneys (recipient of the Belle Mansfield Award in 2003), the Polk County Bar Association, Polk County Women Attorneys (2014 recipient of the Willie Glanton Award), the C. Edwin Moore Inn of Court, and was a founder of the Dillon Inn of Court in Scott County, Iowa. She received the Christine Wilson medal from the Iowa Commission on the Status of Women in 2014 for her work to ensure access to justice and diversity on the bench.

LUNCH KEYNOTE



Scot L. Beckenbaugh: Scot L. Beckenbaugh currently serves as the Acting Director of the Federal Mediation and Conciliation Service. Formerly he served as the Deputy Director of Mediation Services and Field Operations for the FMCS. In his career, he previously served as Acting Director of the FMCS from January 1, 2009 until the confirmation of former Director George Cohen on October 5, 2009. In addition, he served as Acting Director of FMCS from January 1, 2005 until January of 2006. Dir. Beckenbaugh was first appointed Deputy Director in March of 2008.

Born in Libertyville, Illinois, Dir. Beckenbaugh has been with the FMCS since 1988. He was appointed Western Regional Director in January, 2004, having served as Regional Director for the Upper Midwestern Region since 1997. He was Director of Mediation Services for the Upper Midwestern Region for two years and, before that, he was a field mediator stationed in Des Moines, Iowa. In addition to providing the full range of FMCS services to the labor management community in Iowa, he served as the Minneapolis District Alternative Dispute Resolution coordinator.

Dir. Beckenbaugh has mediated national master agreements in the aerospace, professional sports, cereal, heavy equipment manufacturing, aluminum, grocery, health care, and meatpacking industries. He has extensive experience in public sector dispute mediation, as well as regulatory negotiations, public policy, land use and civil rights disputes. A long-time member of the Association of Labor Relations Agencies, Dir. Beckenbaugh also serves on the ALRA Executive Board.

From 1986 to 1988, Dir. Beckenbaugh was a Member of the Iowa Public Employment Relations Board (PERB). Prior to his appointment to the Board, he was an Administrative Law Judge and Director of Mediations Services for PERB. He also had a private arbitration practice and was listed with FMCS. He has served on the Twin Cities Labor Management Committee and two terms as Chairman of the Industrial Relations Advisory Council at the University of Minnesota. He has taught at the high school, junior college and university level and was a bill drafter and research analyst for the Iowa Legislature.

Dir. Beckenbaugh holds a B.A. in Political Science from the University of Northern Iowa and an M.A.P.A., with an emphasis in Industrial Relations, from the University of Iowa.

ARBITRATOR PANEL

Sharon Imes: Sharon Imes has been a labor arbitrator and mediator since 1978. Her office is in La Crosse, Wisconsin and she maintains a second address in Clinton, Washington. A graduate of the University of Wisconsin-Madison, she holds a M.S. in Public Administration.

Sharon has an active full-time labor-management practice in both the public and private sectors. She is listed on arbitration panels for many State agencies, including the State of Wisconsin, Minnesota, Iowa, Nebraska, Michigan, Illinois, Oregon, and Washington and is also on the Federal Mediation and Conciliation Service and the National Mediation Board panels. In addition, she has or does serve on several permanent panels in both the public and private sectors. Her most recent appointment is as permanent arbitrator for the City of Minneapolis and its twenty-three bargaining units.

Sharon has also given a number of presentations for groups such as the Labor Arbitration Institute and the Federal Mediation and Conciliation Service/Kent College. In addition, she most recently team-taught a week-long course in "How to Become an Arbitrator" in Minneapolis, Minnesota and in Orlando, Florida for the Federal Mediation and Conciliation Service and an advocacy program for the University of Hawaii at Manoa.

As a member of the National Academy of Arbitrators since 1987, she has served on many of its committees, on its Board of Directors (1995-97), and on its Foundation Board of Directors (1998-2004 and 2014-2018). Most recently, she completed a three-year term as chair of the Committee for Professional Responsibilities and Grievances and is now serving on the advocacy training committee and the San Francisco program planning committee. Her other professional associations are with the Labor and Employment Relations Association and with the National Association of Railroad Referees.

Jeffrey Jacobs: Jeff Jacobs has been a practicing attorney in Minnesota since 1980. He has arbitrated labor disputes since 1995 and has authored nearly 1000 final decisions. Prior to that, he practiced extensively representing union and management clients in both the private and public sectors. Jeff is a member of the National Academy of Arbitrators and is on the Minnesota, Iowa, Wisconsin, Oregon, Montana, U.S. Virgin Islands and Washington state lists and two FMCS panels. He is also on numerous permanent panels in the public and private sectors, including USPS/APWU, USPS/NALC, USPS/NPMHU, IRS/NTEU, American Airlines/APFA, NMB railroad matters and Delta Airlines/ALPA. He has numerous published decisions in BNA arbitration reporters along with hundreds of cases on the public sector lists around the country.

Jeff is a frequent lecturer at arbitration seminars around the country as well as doing both live and webinar presentations for the AAA, Montana BOPA, Iowa PERB, Minnesota Continuing Legal Education, Minnesota BMS and FMCS seminars. He has authored several articles in that area, including an update to 2 sections of the 6th Edition of Elkouri and Elkouri, *How Arbitration Works*.

Stanley Michelstetter: Stan Michelstetter has been a labor arbitrator for over 30 years. He served as a staff member of the Wisconsin Employment Relations Commission early in his career and returned to serve through the most recent tumultuous times. As a staff member, he was an administrative law judge, mediator and labor arbitrator.

Stan is a graduate of the University of Wisconsin and University of Wisconsin Law School. He is the former chair of the Labor and Employment Law Section of the State Bar of Wisconsin. He is a member of the National Academy of Arbitrators and has served as is the Chairman of the Central Midwest Region of the National Academy of Arbitrators.

Stan serves on the arbitration panels of the Federal Mediation and Conciliation Service, National Mediation Board, American Arbitration Association, Wisconsin Employment Relations Commission, Iowa Public Employment Relations Board, and many state labor relation agency panels throughout the U.S.

Stan is an Administrative Law Judge with the Wisconsin Worker's Compensation Division.

MEDIATOR TRAINING

Danny Mabe: Danny L. Mabe currently serves as Commissioner of Federal Mediation in Des Moines, Iowa. He has served in this position since 1999. Prior to the Des Moines duty station, he served in Green Bay, Wisconsin. Commissioner Mabe provides a full range of FMCS services to the labor management community in Iowa and other states as needed.

Born in Cincinnati, Ohio, he worked at Ford Motor Company where he was elected and served as a U.A.W Representative and then promoted to International Representative. He left Ford and went to work at General Electric where he moved through the Labor Relation ranks to hold the position of Director of Labor Relations. While serving as the Director, he was responsible for fourteen G.E. locations and 20,000 employees.

During his career in private sector he negotiated national master labor agreements in the auto, aircraft engine, and power generation industry, plus a number of local agreements. Commissioner Mabe has also been a small business owner in California, Ohio and Florida.

Commissioner Mabe is also a Vietnam Veteran having served two tours of duty in Vietnam. While serving his country, he received a Combat Infantry Badge, two Purple Hearts, Bronze Star, two South Vietnam service medals, and three other distinguished medals.

Commissioner Mabe holds a B.A. in Business Management and an M.B.A.

Jim Tuecke: Jim Tuecke joined the Federal Mediation and Conciliation Service in January of 2011. He is currently assigned to the Cedar Rapids Field Station. Prior to joining FMCS, he worked as a Business Representative for Teamsters Local 238. As a business representative, he was responsible for negotiating and servicing around 30 public sector and private sector bargaining agreements. He has a degree in criminal justice and had worked in law enforcement prior to joining the teamsters.

PUBLIC INFORMATION ISSUES

Jason Clayworth: Jason Clayworth is a Drake University journalism graduate and an investigative reporter at the Des Moines Register. He began working at the paper as a news intern in 1998, mostly writing short articles and obituaries. He later was assigned as the paper's Des Moines city government reporter before working as a political writer. He began investigative reporting in 2012.

Jason's recent body of work includes an investigation into settlement agreements made between the state of Iowa and employees, some of which included clauses that prohibited the workers from speaking about the agreements. The investigation found that Iowa had paid thousands of dollars extra to at least one worker in exchange for the silence. As a result, Gov. Terry Branstad fired Mike Carroll as the director of the Iowa Department of Administrative Service and additionally issued an executive order prohibiting any so-called secret settlements in the future. The legislature's Government Oversight Committee continues an investigation into the issue.

Jason also recently published a series of articles about state employees who were initially fired and later reinstated to their jobs. Many of the employees were successful in being reinstated through their grievances filed with the Iowa Public Employment Relations Board.

Jason was raised in Appanoose County, where his family still farms. He is married to his husband Joe. They live in Des Moines with their "children" Agnes and Harriet, Persian cats.

Angela McBride: Assistant Ombudsman Angela McBride has worked for the Office of Ombudsman since 2003 and specializes in complaints regarding public records, open meetings, and privacy. She has an undergraduate degree in Business Administration from the University of Iowa and a Master's of Public Administration from Drake University. Prior to her employment with the Office of Ombudsman, she worked for the Department of Public Safety as a peace officer for eight years.

Julie Pottorff: Julie F. Pottorff graduated with honors from the University of Iowa College of Law in 1978. From 1978-79, she clerked for former Iowa Supreme Court Justice Arthur A. McGiverin. In 1979, she joined the Attorney General's office in the Criminal Appeals Division. In 1981, she transferred to Licensing & Administrative Law where she served as a staff attorney until appointment as Division Director in 1990. In 1994, she was appointed Deputy Attorney General and served in that capacity until she left office in 2013.

ARBITRATOR TRAINING

Ron Hoh: Ron Hoh is an arbitrator and mediator with offices in St. Louis, Missouri and Sacramento, California. He has served as an interest arbitrator, grievance arbitrator, factfinder and mediator in the public and private sectors for nearly thirty years, and prior to that served as Administrative Law Judge, Mediator, Arbitrator and Director of Mediation Services for the Iowa PERB for eleven years. He has served as an interest arbitrator in about seventy interest arbitration cases in eight states (predominantly in Iowa), as a factfinder in about forty cases in five states, and also served two and one half years as Regional Director of the California PERB's Sacramento office. A member of the National Academy of Arbitrators since 1992, Ron has also served as a grievance arbitrator in approximately 1500 cases arising in Western and Midwestern states and is a member of numerous public and private sector permanent arbitration panels in California, Nevada and the Midwest, including in the City of Cedar Rapids /AFSCME. He is also the author of several published articles on public sector dispute resolution in California and Iowa, including "Interest Arbitration for California Police and Firefighters – New Dynamics, New Concerns" published in the journal California Public Employment Relations in 2002; "Mediation Effectiveness in Public Sector Arbitration Systems: The Iowa Experience" published in the Arbitration Journal in 1984; "Interest Arbitration in the Montana Protective Services: Something Old, Something New," published in the journal Montana Lawyer in 2007; and "Interest Arbitration Under the Employee Free Choice Act: What We Can Learn from the American Public Sector and the Canadian Private Sector" – published in the Dispute Resolution Journal in November, 2009.

Ron has made presentations in numerous dispute resolution topics to the Federal Mediation and Conciliation National Conference in Chicago; the Mid-America Labor-Management Conference at Lake of the Ozarks, Missouri; the Montana Board of Personnel Appeals Annual Labor Law and Dispute Resolution Conference (Keynote Speaker) in Billings, Montana; multiple National Academy of Arbitrators Annual Meetings; and multiple Iowa Public Employment Relations Board Annual Labor Relations and Dispute Settlement Conferences in Des Moines, Iowa.

Dennis A. Krueger: Dennis Krueger is an arbitrator, fact-finder, mediator, and conflict resolution specialist with offices in West Des Moines. Prior to his work as a neutral, Dennis worked for the Iowa State Education Association for over 25 years, first as a UniServ Director and later as a Training Specialist. In addition to Iowa PERB, he is listed with the Federal

Mediation and Conciliation Service, the Illinois Educational Labor Relations Board, the Minnesota Bureau of Mediation Services, and the Nebraska Commission on Industrial Relations Resolution Officer. Dennis earned his bachelor's degree from Iowa State University and his masters from Drake University and is a member of the Association for Conflict Resolution (ACR) and the Labor and Employment Relations Association (LERA).

HEARING PREPARATION/DISCOVERY/MAKING THE RECORD

Lon Moeller: Lon Moeller is a professor and the Associate Provost for Undergraduate Education at the University of Iowa. He has taught courses in collective bargaining, conflict management, employment law, and negotiations at the University of Iowa's Tippie College of Business, as well as a labor arbitration course at the University of Iowa College of Law.

Professor Moeller apprenticed with labor arbitrators Anthony V. Sinicropi and Mario Bognanno before starting his own career as a labor mediator, fact-finder, and arbitrator. He is a frequent speaker to labor and management groups on conflict management, grievance handling, and labor arbitration. Professor Moeller has been appointed to several ad hoc labor arbitration panels (AAA, Iowa PERB, FMCS, Minnesota BMS and Wisconsin Employment Relations Commission) as well as to several permanent labor arbitration panels (Homeland Security/AFGE, Social Security Administration/AFGE, Whirlpool Corporation/IAMAW, and Federal Aviation Administration/PASS).

Ruth Weatherly: Ruth Weatherly has arbitration and mediation practice offices in Urbandale, Iowa and Denver, Colorado. She was a mediator for Iowa PERB prior to certification with PERB as an interest and grievance arbitrator. Professor Weatherly is also listed with FMCS, NMB, Nebraska Commission of Industrial Relations, and Kansas PERB, and has been nominated to the AAA labor panel. She is Professor of Management Emeritus at Simpson College, teaching part-time in that school's Business department. Prior to her academic career, she was employed in the human resources and legal departments for a telecommunications firm in Omaha and Denver.

EDUCATION REFORM FOR NEUTRALS

Dr. Ryan Wise: Ryan Wise is Deputy Director at the Iowa Department of Education. In this role, he oversees the work of the policy, communications, and Iowa Learning Online teams, leads the development of Iowa's Teacher Leadership and Compensation system, serves as the Department's liaison to the State Board of Education and to the Iowa High School Athletic Association, and plays a key role in the development of the Department's strategic initiatives. Dr. Wise began his career as a high school history teacher in Mississippi and Nebraska and has worked in education at the district, state, national, and international levels. He is originally from South Dakota and holds a BA in history from Creighton University, a Master's degree in Public Administration from the University of Nebraska at Omaha, and a Doctorate in Education Leadership from the Harvard Graduate School of Education. He lives in Des Moines with his wife Sacha and sons Weston (8) and Graham (5).

Nicole Proesch: Nicole Proesch is the Legal Counsel for the Iowa Department of Education, joining the department in August of 2012. In this position she acts as legal counsel for the State Board of Education, as well as for the agency's director, division administrators, and bureau chiefs. Her other duties include serving as the Department's administrative law judge, and assisting the legislative liaison with the coordination of administrative rules and legislation.

An native of Iowa, Nicole graduated from Regis High School in Cedar Rapids, Iowa, and participated in art, choir, track, basketball, and drama. She was a member of the National Honor Society and a Thespian. She graduated Cum Laude with B.A. degree in Graphic Design and Criminal Justice from Mount Mercy College in Cedar Rapids, Iowa. She received her J.D. from Drake University Law School in 2004.

Prior to joining the Department, she was an Assistant County Attorney in Story County, Iowa. From May 2007 to January 2011, Nicole worked as a Special Assistant United States Attorney for the United States Attorney's Office for the Southern District of Iowa. In this position, she prosecuted federal drug, gun, and immigration cases under a federal HITDA grant. The Midwest HITDA awarded her with an Outstanding Investigations Award in March 2011 for outstanding investigations in a criminal investigation. From May 2006 to May 2007, she was an Assistant Attorney General for the Iowa Attorney General's Office in the Child Support Division. Nicole began her career as a prosecutor as an Assistant County Attorney in Madison County, Iowa in March 2005. Prior to 2005, she was in private practice.

Nicole is a member of the National Council of State Education Attorneys (NCOSEA) and the Iowa Association of Administrative Law Judges (IAALJ). She is married and has two children (ages 3 and 6). In her free time, she enjoys being with her family and being a mom.

Josie Lewis: Josie Lewis currently serves as the HR Services Director for the Iowa Association of School Board. In her role, she focuses on HR issues, collective bargaining, and policy. Before working for IASB, Josie was an elementary school teacher, teaching kindergarten, first, and third grades. After teaching for six years in the Ankeny Community School District, she attended law school and then joined NCS Pearson where she worked on state level assessment contracts. An Iowa native, Josie grew up in Iowa City, and has a B.A. from the University of Iowa, an M.S.T. from Drake University, and a J.D. from the Drake Law School.

Wayne Bauman: Wayne Bauman has served as the UniServ Director for Polk Suburban UniServ since December 1994. In 2009, he was also named as the ISEA Staff Liaison for Education Support Professionals in the state and works with the ISEA ESP Standing Committee.

Prior to working for the ISEA, Wayne served on the NEA Board of Directors representing Iowa and served on the NEA Budget Committee and chaired the NEA UniServ Advisory Committee. His teaching background includes high school math, junior high school math and social studies and elementary counseling.

Wayne currently serves on the National PTA Board of Directors and Field Service Committee. He has served as the Iowa PTA president and has been a member of the National PTA Special Needs Committee.

Wayne was a founding member of the Des Moines Choral Society 35 years ago and continues to sing with them today. He and his wife, Dodie, have two children; a son Justin in San Diego, CA and a daughter, Kate who is employed by Iowa Bankers Association.

Daniel H. Smith: Dan Smith has been the executive director of the School Administrators of Iowa since 2006. Before coming to SAI, he was a school administrator in Iowa for 27 years. The last 16 of which were as superintendent of schools in Cedar Falls. He received his Ph.D. from The University of Iowa.

ASK THE VETERAN PRACTITIONERS ANYTHING

Betty Buitenwerf: Betty Buitenwerf, a Drake Law graduate, serves as legal counsel for the State Court Administration, Iowa Judicial Branch, and is responsible for legal issues related to the administrative processes of all district courts in the state of Iowa. She is the chief negotiator for the collective bargaining agreements between the State Court Administrator and AFSCME and PPME, represents the Judicial Branch in arbitrations and hearings before PERB, and consults management on labor and employment law issues. Prior to joining the Judicial Branch, Betty served as legal counsel for AFSCME Iowa Council 61, labor relations counsel for the Iowa Department of Personnel, Labor and Employment Relations Counsel for MidAmerican Energy, and legal counsel/human resources director for Central College.

Charles Gribble: Charlie Gribble is a partner in the law firm of Parrish, Kruidenier, Dunn, Boles, Gribble, Parrish, Gentry & Fisher LLP and received his Bachelors and Masters Degrees from the University of St. Thomas in St. Paul, Minnesota and his J.D. from Drake. He is currently a member of and has been, on three separate occasions, chairman of the Labor and Employment Law Committee of the Iowa State Bar Association.

Charlie has argued more than 75 cases on Labor Law matters before the Iowa Supreme Court, the most significant of which is *AFSCME Counsel 61 v. State*, 484 N.W.2d 390 (Iowa 1992). Governor Branstad challenged an interest arbitrator's authority to expend public funds to award employees pay increases. The Governor claimed this usurped his authority to make such decisions. Employee organizations prevailed in a unanimous 9-0 ruling. A contrary ruling would have nullified the most important provision of the law – arbitration.

Carol Hauptert: Carol Hauptert is a UniServ Director housed in the ISEA Ottumwa office. She began her career with ISEA in 1991 and currently serves as Director for the State Unit Nine UniServ Unit. Prior to employment with ISEA, Carol taught and coached for 13 years while serving as president and bargaining team member for her local Association. Her experience as a labor advocate includes contract negotiations, grievance processing, building labor-management relationships, and handling employment-related issues for ISEA members. She earned a BS in Elementary Education from the University of Iowa and an MA in Elementary Teaching from Morningside College in Sioux City.

Danny Homan: Danny Homan started his public employee career as a Residential Advisor with the Iowa Department of Corrections in 1984. As a Residential Advisor for a community based corrections facility in Sioux City, Iowa, Danny was part of a team that supervised and assisted offenders as they reintegrated back into society. AFSCME hired him to do political organizing in 1987, and as a Union Representative from 1988 until 2005. In 2005, he was elected as President of AFSCME Iowa Council 61. He has since been re-elected four times. Some of the notable accomplishments of AFSCME Iowa Council 61 under his leadership include a successful push for a law banning the State of Iowa from privatizing prisons, securing the passage of an early retirement program that saved jobs and treated workers respectfully, and a historic arbitration victory that saved AFSCME-covered employees \$45 million in health insurance benefits. He was first elected as an AFSCME International Vice President in August 2006 and continues to serve as an International Vice President. He proudly served his country from 1971-1973 in the United States Army. Danny Homan is married, and has three sons and one daughter.

Peter Pashler: Prior to assuming his 'Of Counsel' status at Ahlers & Cooney, P.C. Peter Pashler enjoyed complex, multifaceted issues involving many areas of the law. His practice focused on employment, public governance and education law matters, with representation of schools, municipalities and other public entities. Peter advised clients on matters including labor relations, employment and compliance with statutory requirements. Peter negotiated annual labor agreements for numerous school and municipal employers, and represented management's interest in grievance arbitrations. Peter also served as a neutral in mediation matters involving significant employment law disputes.

His day-to-day work with school districts and municipalities involved counseling clients on critical issues involving labor negotiations and contract issues, employment issues involving misconduct, student issues involving discipline, suspension and expulsion, and public finance matters.

Peter taught labor negotiations at Drake Law School as an adjunct faculty member, where he related his experience drafting Iowa's public employment rules, as well as bargaining theory and negotiation techniques. Peter's involvement in the creation of the Iowa Public Employment Relations Board (PERB), along with his subsequent labor representation allowed him to teach this coursework with in-the-trenches knowledge and the conveyance of tried and true tactics.

While serving on the staff of the office of the Illinois Labor Relations Board from 1972-1974, Peter was responsible for drafting Illinois State collective bargaining regulations. In addition, Peter directed the first state representation elections for state employees.

In 1974, following graduate school, Peter was appointed as the first Executive Director of PERB, where he was charged with the task of creating the agency, hiring staff mediators and administrative judges, drafting rules and mediating some of the most challenging labor disputes. Subsequent to his directorship, Peter served as a member of PERB.

While at PERB, Peter served as chair of the Midwest Consortium of Neutral Agencies where he developed and trained state government mediators and arbitrators in the nuanced intricacies of public labor which sets Iowa apart in terms of state labor relations. Peter is recognized for the depth and breadth of his experience in crafting labor statutes and has been retained to develop labor employment regulations for nine Midwest state governments.

Peter attended Drake University Law School where he served as a senior staff member of the Drake Law Review in 1985-1986.

Renee Von Bokern: Renee Von Bokern is the owner of Von Bokern Associates, Inc. Her expertise includes negotiating collective bargaining agreements, developing employee handbooks and personnel policies, and assisting counties and cities in complying with the many federal and state employment laws. Renee has conducted training seminars on a wide range of personnel and employment related topics and is the co-author of Employment Law: A Summary Guide for Iowa Cities and Counties.

Prior to managing her own consulting firm, Renee was a HR Director for Ray-O-Vac and the Dayton Hudson Corporation. She has a Master's degree in Business Administration and a B.A. degree in Psychology from Moorhead State University.

YOU BE THE JUDGE

Rachel Goedken: Rachel Goedken is an Assistant Professor of Law at Creighton University School of Law in Omaha, Nebraska, where she teaches Alternative Dispute Resolution and Legal Writing. After receiving her M.S. in Industrial Relations from the University of Wisconsin at Madison, she worked in labor relations and human resources for several years before attending law school at William Mitchell College of Law in St. Paul, Minnesota. Following graduation, Professor Goedken served as labor counsel for Northwest Airlines, where she arbitrated contract, discipline and discharge cases, negotiated labor agreements and responded to internal and agency complaints of employment discrimination. She later worked for MidAmerican Energy Company, directing the employee and labor relations staff, and also provided appellate arbitration services to the Union Pacific Railroad. She is admitted to the Arbitrator Roster and serves as an ad hoc mediator for Iowa's Public Employment Relations Board. Professor Goedken grew up in West Africa.

Edward F. Hartfield: Ed Hartfield is the President of the Hartfield Resolution Group (HRG). He has been involved as a dispute resolution professional for over 38 years, including Commissioner with the Federal Mediation and Conciliation Service and Member of the Federal Service Impasses Panel, a seven-person panel established to resolve disputes in the Federal Government.

In addition to his 25 years as the Executive Director of the National Center for Dispute Settlement (NCDS), Ed has also served as the International President of the Society of Professionals in Dispute Resolution (SPIDR) and as a State Mediator for the New Jersey Office of Dispute Settlement.

Ed has been admitted to the Arbitration Rosters of the Federal Mediation & Conciliation Service, the Michigan Employment Relations Commission, the National Mediation Board, and the Public Employment Relations Board Rosters of both Iowa and Ohio. He has served as grievance mediator for organizations such as Caterpillar and the UAW, Detroit Edison, the University of Michigan Health System and the Michigan Nurses Association, Florida Power & Light and the IBEW, and Consumers Energy and the Utility Workers of America.

Andrew Roberts: Andy Roberts has had an active arbitration practice for over 32 years, issuing hundreds of awards, including rights and interest arbitration disputes covering a wide range of issues in the public and private sectors. Early in his career he was a staff arbitrator and mediator with the Wisconsin Employment Relations Commission (WERC). Currently, he is an arbitrator on several panels including, among others: FMCS, WERC, Illinois Educational Labor Relations Board, Minnesota BMS, and IOWA PERB. He has an MA in Labor Relations (University of Minnesota), JD (University of Wisconsin), and BA in economics and psychology (UW-Milwaukee).

SOCIAL MEDIA

James Hanks: Jim Hanks was born of humble estate on the south side of Chicago in 1950. His early years were like those of Lincoln, complete with the practicing of ciphers on the back of a shovel and walking six miles to school each day, uphill, both ways. In high school, Mr. Hanks lettered on the Chemistry Team; and, after school, he made hand-tossed pizzas in a Sicilian bistro where he learned to sing Italian opera. (A cautionary note: Jim has been known to break into song if things slow down during his presentation. Hence, we urge you all to keep things lively with your questions so as to avoid any operatic outbursts.)

Four years of college and feverish work on an uncompleted novel at the University of Iowa were followed by a brief sojourn at Oxford University. At this point, there exists a gap in Jim's biography courtesy of four years in an undisclosed branch of the military special forces. (Another cautionary note: Although we have earlier encouraged the asking of questions, you would be well-advised to avoid this topic lest he respond, as he is want to do, by saying: "I could tell you, but then I would have to kill you.")

Returning to the States, Jim spent several years on the PGA Tour and then as a paleontologist before finally settling on the practice of law - a profession he describes as having "all of the whimsy of accounting without any of the mind-numbing attention to detail." He is the owner of a world class squirt gun collection, speaks fluent Pirate, and is a life-long and unrepentant fan of the Chicago White Sox.