



MEDIATION | ARBITRATION | CONSULTING

**SALLY A. LAJOIE**

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**EDUCATION**

Doctor of Jurisprudence, 1998, Willamette University College of Law

Bachelor of Science, English, 1994, Willamette University and Oregon State University

Mediation Certification, 2014, Yamhill County Mediators

Advanced Mediation Training, 2017, Pepperdine University / Straus Institute

Becoming a Labor Arbitrator Training, Federal Mediation and Conciliation Service (FMCS)

Arbitrator Certification, FINRA

Public Sector Workplace Investigations Training, Association of Workplace Investigators (AWI)

**PROFESSIONAL EXPERIENCE**

**LaJoie Mediation, Arbitration and Consulting**, 2019-present. Provide private mediation and arbitration services, workplace investigations, facilitation, consulting services and training.

**Ombudsperson, City of Portland, Bureau of Transportation, Drivers Advisory Committee**  
2019-present. Dispute resolution and policy analysis between Uber and Lyft drivers and Transportation Network Companies.

**Labor Relations Manager, Multnomah County**, Portland, Oregon. 2021-2022. Interpreted labor contracts, rules, policies, collective bargaining, negotiate memoranda and resolved grievance at step three. Consultation, coaching, resource for managers, coordinated Countywide layoffs.

**Mediator, State of Oregon Employment Relations Board**, Salem, Oregon. 2015-2018.  
Mediated unfair labor practice charges, collective bargaining negotiations and grievances between Oregon public employers and employee unions, conducted training and facilitation for improved negotiations and labor relations.

**Labor Relations Representative, Oregon Nurses Association**. 2004-2005, 2009-2015 and 2019-2021. Represented nurses at various Oregon medical centers, negotiated and administered collective bargaining agreements, provided trainings, grievance processing and advocacy.

**Government Relations / Public Affairs Attorney**, Oregon State Bar  
2005-2009. Gathered, analyzed and responded to legislation and other government actions affecting the Oregon State Bar, the legal profession, and the Oregon state and federal judicial systems.

**Associate Attorney**, Bailey Pinney & Associates, LLC, Oregon  
1999-2004. Represented plaintiffs in wage and hour, Family Medical Leave Act, Title VII, class actions, and other employment litigation cases.

## ACTIVITIES, PANELS & PROFESSIONAL ORGANIZATIONS

### Panel Arbitrator

• Federal Mediation and Conciliation Service “FMCS” • American Arbitration Association “AAA” Labor Panel • Washington State Public Employment Relations Commission “PERC” • Oregon Employment Relations Board • Montana Public Relations Board • Multnomah County Circuit Court • Financial Industry Regulatory Authority (FINRA) • Oregon's Public Universities (OPUs) and SEIU Local 503 • UFCW Local 1584 and Albertson's LLC / United Supermarkets • SEIU Local 503, Oregon Public Employees Union (OPEU) / Oregon Department of Administrative Services (2025-2027 Master Agreement)

### Panel Mediator

• Multnomah County Court • Equal Opportunity Employment Commission • U.S. District Court of Oregon • Oregon Patient Safety Commission / Early Dispute Resolution Program • Federal Executive Board Shared Neutrals program • Oregon Department of Education, Special Education Dispute Resolution program (also facilitate Special Education disputes)

### Activities, Publications & Organizations

• Oregon State Bar Labor and Employment Law Section, Executive Committee Member (2017 – Present, Treasurer 2022, Secretary 2023, Chair 2025) • Oregon State Bar Alternative Dispute Resolution Section, Executive Committee Member (2018 – Present, Treasurer 2020 – 2021) • Co-author, Oregon State Bar, Arbitration and Mediation, 2018 • Speaker, National Labor and Employment Relations Association Conference, November 2018 • Presenter, Oregon State Bar Association CLE, Labor Law “Boot Camp,” June 2021 • Presenter, Northwest LERA Conference, April 2022 • Oregon Mediation Association, Member

## ADMISSIONS, LICENSES & CERTIFICATIONS

Oregon State Bar Association, OSB #98275 (Active Member, 1998-present)

U.S. District Court of Oregon (1999-present)

Oregon Department of Public Safety Standards and Training, Private Investigator

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## ARBITRATION FEE SCHEDULE

**Labor Arbitration and Factfinding Per diem:** \$1,750. For each day of hearing, study, writing and travel. Study, travel and writing is prorated. Effective 8/1/25-8/1/26, please ask for full Fee Schedule and Terms of Engagement).

No charge for the pre arbitration conference call. Additional conference calls or pre-hearing matters prorated according to actual time spent.

**Cancellation:** Notice of cancellation or postponement within thirty (30) days of the hearing will be assessed at the full per diem fee (\$1,750) for each scheduled hearing day.

One-half day per diem fee (\$875) for each scheduled hearing day if notice of cancellation or postponement is received between 31-60 days prior to hearing.

**Travel:** Actual costs for transportation, meals and lodging. Mileage billed at IRS rate. Travel will be booked as refundable.

Invoices are due on receipt. Unpaid invoices will be re-billed every (30) days, interest at 1% / month on past due balance.

This fee schedule is reviewed annually. Fees in force at the time will apply to initial hearing dates scheduled; subsequent dates may be charged at a higher rate.

**Virtual Hearings:** Hearings may be conducted by videoconference at parties' request.