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Lurie Workplace Solutions
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Arbitrator Training & Experience

- Labor, Employment, & Consumer Arbitration Panels of the American Arbitration Association (AAA), beginning in 2017
- Labor Arbitrator for Federal Mediation & Conciliation Service (FMCS), since 2016
- Grievance Arbitrator & law enforcement discipline cases for Washington State PERC
- Grievance Arbitrator for Oregon Employment Relations Board (ERB)
- Arbitrator for interest arbitrations and negotiation impasse situations
- Member of King County Personnel Appeals Board (2024-2027)
- Montana Board of Personnel Appeals Arbitrator Roster
- California PERB Panel of Neutrals for arbitration and fact-finding
- Consumer arbitration roster for National Arbitration & Mediation Services (NAM)
- Retired On-call Hearing Officer for Seattle Civil Service Commission (2012-2022)
- Arbitrator of business contract disputes for King County Superior Court (1991-1994)
- Arbitrator training courses with the FMCS, AAA, and WA PERC
- Arbitration training with King County Superior Court Mandatory Arbitration Program
- Lead on 120+ arbitration cases & briefs; Coach & mentor for professional colleagues
- Experience with pattern bargaining, fact-finding, and interest arbitration cases

Labor Relations Training & Experience

- 35+ years' experience in labor relations, labor law and employment law
- Lead in developing job classification systems for nonprofit agencies and school districts in Seattle, Northshore, Shoreline, Renton, and Bellingham
- Developed grievance and peer mediation programs and training manuals
- Mediator of 100+ workplace disputes, including discrimination/employment law issues
- Lead negotiator for school district employee contracts and drafter of contract language
- Lead for joint labor-management committees on leave policies, cyber-bullying, sexual harassment awareness & prevention, workplace safety, workers' compensation, essential job requirements, job classification systems, salary schedules, discipline & investigation policies, performance evaluation systems, last chance agreements, workforce diversity, substance use & employee assistance programs, professional development models, staffing & layoffs, work calendar, religious holiday policy, dues checkoff/requirements, use of workplace communication platforms, subcontracting and jurisdictional disputes.
- "Closer" on resolving difficult labor-management negotiations and impasse cases
- Summa Cum Laude graduate of Pennsylvania State University, Bachelor's degree in Labor Management Relations, winner of award for top student in the department
- Honors graduate of University of Wisconsin Law School – Juris Doctor degree
- Advanced Mediation course at Straus Institute, Pepperdine University

Professional & Community Activities

- Former Chair of King County Bar Association Dispute Resolution Section, 2015-2019
- Former Chair & Planning Committee for NW ADR Conference, 1992-present
- Executive Committee and Vice Chair for WSBA Dispute Resolution Section - present

- Presenter on Mediating Workplace Disputes, Generational Diversity in the Workplace, Preparing for Arbitration, Ethical Dilemmas for Labor Lawyers, Mental Health and Wellness, Preventing and Addressing Sexual Harassment, Mandatory Arbitration Clauses, Arbitrability Issues, and Working with Neurodiverse Parties as an ADR Practitioner
- Speaker for NW LERA in 2022, 2023, 2024, and 2025
- Interest Arbitration Panel for Oregon Bar Conference (2024)
- Planning Committee of Pacific Coast Labor & Employment Conference - present
- Volunteer Judge for mediation, arbitration, and negotiation competitions at Seattle University School of Law, since 2016
- Past Board President of National Alliance on Mental Illness (NAMI), East King County affiliate in WA State; current Board member and volunteer
- Pro-bono organizational development for nonprofit organizations
- Team building and communications training for labor-management groups
- Multicultural Steering Committee for East King County community organizations, 2019-present
- Licensed to practice law in the State of Washington
- Trial experience in federal court, state court, administrative proceedings
- Experience with ERISA claims, pension systems, and wage & hour issues
- Graduate of Leadership Tomorrow community leader training program

Arbitration Rates

Arbitration services at \$300 per hour, with a total of \$2000 per day for hearings and for writing the Decision and Award. Hearings are charged at a minimum of one day unless the arbitrator and parties agree to a different arrangement in advance. Requirements and fee structures set forth by AAA, NAM, FMCS, WA PERC, Oregon ERB, CA PERB, and other governmental agencies will be followed.

Parties are responsible for the cost of transcripts/official hearing records, venue, exhibits, and photocopies. Mileage is charged for travel outside of the Seattle, Washington area. Necessary lodging and transportation expenses are charged for hearings outside the Puget Sound.

Travel time is not charged to the parties.

In-person hearings, videoconference hearings, hybrid hearings, and document-only reviews are all available. Public health protocols are required for in-person hearings (physical distancing and proper air ventilation).

Parties are encouraged to participate in a Pre-Hearing Conference call to determine the issue(s) in dispute, confirm date(s) of hearing, location, joint exhibits, type of hearing record desired, and other pre-hearing logistics. Pre-hearing work is not charged separately and is included in the arbitration fee.

Parties are assessed a \$1,000 cancellation fee for hearings canceled more than 20 calendar days prior to a scheduled hearing date and a \$2,000 fee for hearings canceled 20 or fewer calendar days prior to a scheduled hearing date. Parties are responsible for any canceled airfare and other non-refundable costs. Parties are not charged for unused days of hearing in cases completed in fewer days than anticipated. Joint requests for postponement will be automatically granted for the first request. Subsequent requests and unilateral requests will be granted for good cause shown by either party. Parties are responsible for any transportation or lodging costs incurred from postponement or cancellation of the hearing.