

Richard D. Fincher
Labor Arbitrator
Member, National Academy of Arbitrators

Labor Arbitrator, Phoenix, Arizona

Elected Member, nominated to Board of Governors, National Academy of Arbitrators (NAA)

Clinical Instructor in Dispute Resolution, Cornell University (2002 to present)

Scheinman Institute on Conflict Resolution, School of Industrial and Labor Relations

National Advisory Board

Lead Instructor-Labor Arbitrator Development Program

Visiting Fellow-Fall 2011 semester

Visiting Fellow-Fall 2014 semester

Chair, Public Safety Retirement System Board, Town of Paradise Valley, Arizona, 2010 to present

FMCS Institute, Washington, D.C. (2012-present)

Instructor: Labor Arbitration Program for Advocates

Labor Arbitration Panels

- Federal Mediation and Conciliation Service (FMCS)
- American Arbitration Association (AAA)
- Phoenix Employee Relations Board (PERB)
- National Mediation Board (NMB)

Permanent Grievance Panels

- Qwest and CWA
- Clark County Government, Nevada and SIEU
- U.S. Social Service Administration and NTEU
- Union Pacific Railroad and ATU
- US Postal Service Jurisdictional Panel
- USG Customs and Border Patrol and NTEU
- USG EPA and NTEU
- Frys and UCFWU Local 99
- Arizona Academic Grievance Panel
- State of Arizona Department of Education Hearing Officer Panel

Interest Arbitration: extensive case history in state governments and public utilities

Bar License

Admitted to Illinois Bar, inactive

Admitted to California Bar, inactive

Admitted to Arizona Bar, active

Visiting Law Instructor

Hamline University College of Law, Minneapolis (summer 2012, summer 2013)

Arizona State University, Mediation Clinic, Sandra Day O'Connor College of Law (2002-2004)

Arizona State University, WP Carey College of Business (2002-2005)

Labor and Employment Relations Association (LERA)

- National Board of Directors-2009 to 2012
- National Co-Chair, Dispute Resolution Section
- Former President, Board of Directors, Arizona LERA Chapter

Education

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

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

Industry Experience in Labor Arbitration

Electronics

Public transit

Healthcare

Public state/city sector

Telecommunications

Federal sector/military

Aerospace

Food/grocery

Computer technology

Police

Public education

Aviation

Railroad

Automotive

Neutral Background

Former Chairman, Phoenix Employment Relations Board (PERB) (2003 to 2012)

PERB is the administrative law agency governing labor relations between the City of Phoenix and 14,000 employees, modeled after the National Labor Relations Board.

Association of Labor Relations Agencies (ALRA)

A professional association of government labor relations agencies from the USA and Canada, including the NLRB, NMB and NYS PERB.

Labor Relations Consultant, Education and Training Division

American Arbitration Association, Washington, D.C.

Labor Background

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

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

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

Management Experience

Vice-President of Human Resources, Aerospace Engines

Corporate Director of Labor Relations/Aerospace Sector

Honeywell Corporation, Phoenix, Arizona

Labor Counsel, Corporate Law Department

Borg-Warner Automotive Corporation, Chicago, Illinois

Published Text and Articles

- Advanced Evidentiary Concepts in Employment Arbitration, Dispute Resolution Journal, American Arbitration Association (AAA), spring 2017
- Conflict Resolution in the Workplace: What Will the Future Bring? Conflict Resolution Quarterly, Summer 2014
- Co-author: Emerging Systems of Managing Workplace Conflict: Jossey-Bass Publishers, April 2003
- Mediating Disputes involving Sexual Harassment, ACResolution, ACR
- Mediating Disputes of the Highly Paid Executive, ABA Employment and Labor Law Journal
- Mediating Whistleblower Disputes, Dispute Resolution Journal, AAA
- Workplace Dispute Resolution in Vietnam, Dispute Resolution Journal, AAA
- Mediating Class Action Litigation involving the EEOC, Dispute Resolution Journal, AAA
- Whose Job is It-Are Law Schools Preparing Arbitrators? Dispute Resolution Journal, AAA

Fulbright Scholar in Labor Law and Dispute Resolution to Vietnam-spring semester, 2015
Ton Duc Thang University, Ho Chi Minh City, Vietnam

International Scholar in Vietnam for Dispute Resolution (2009 to 2012)

United States Agency for International Development (USAID), Washington, D.C.

Surveyed dispute resolution practices at garment factories, conducted national trainings in arbitration, and offered public policy recommendations to the Ministry of Labor

Membership and Affiliations

American Bar Association (ABA)

- Dispute Resolution Section, Conference Speaker, Committee Co-Chair on Early Dispute Resolution
- Labor and Employment Section, published author in LER Journal
- International Labor and Employment Section, Conference Speaker
- Litigation Section
- Judicial Administration Section

Association for Conflict Resolution (ACR)

- National Vice-President and Board of Directors
- National Taskforce on ADR and the Unlawful Practice of
- National Taskforce on Arbitration Fairness Act
- Former Co-Chair of Workplace Section
- National ACR Conference Speaker
- Lead Faculty, Labor Arbitrator Institute