

Sylvia P. Skratek

Mediator • Arbitrator • Dispute Systems Designer

DESCRIPTION OF PRACTICE

Dr. Sylvia Skratek has over 40 years of experience in the field of dispute resolution, with an emphasis upon Labor-Management disputes, Public Policy disputes and Professional and High Performance Sports disputes. This experience includes helping to implement organizational dispute resolution systems. She has also facilitated strategic planning processes within the fields of Health Care, Education, Labor Relations, Advertising, Land Use and Resource Allocation. As a dual citizen of Canada and the United States she has had the opportunity and the privilege to provide her services in both countries.

Dispute Systems Design—working with organizations to help design an effective system to resolve disputes as they arise.

Relationship Negotiation—providing a facilitated session for parties with a formal relationship, who have a history of conflict in that relationship.

Training—providing one and two-day training programs in various areas related to conflict resolution.

Dispute Resolution—providing experienced dispute resolution for parties having difficulties resolving a specific conflict.

Facilitation—providing experienced facilitation for those who deal with conflict in public disputes.

MEDIATION/ARBITRATION EXPERIENCE

National Grievance Mediation Panel, MREP, Inc., Chicago, Illinois

Arbitration Panel Member: FMCS; AAA; Washington PERC; Oregon ERB; National Mediation Board

Mediation Panel Member: United Airlines and Association of Flight Attendants, AFL-CIO; Southern California Gas Company and Utility Workers Union of America and International Chemical Workers Union, AFL-CIO; Mesaba Airlines and Air Line Pilots Association

Permanent Arbitration Panel Member: Major League Baseball Players' Association, Agents, Players & Agency Disputes; Major League Baseball and MLB Players' Association Salary Arbitration; National Hockey League and NHL Players' Association Salary Arbitration; United Parcel Service and Teamsters Local 2727; State of Oregon and SEIU Local 503 OPEU; NATCA and FAA, Alaska Region and Northwest Mountain Region; Alaska Airlines and AFA and IAM; Hawaiian Airlines and AFA; Kaiser Permanente and Oregon Nurses Association; Southwestern Bell Telephone and CWA; AT&T and CWA; Northwest Airlines and AFA; US Department of Labor and the National Council of Field Labor Locals, Seattle Region; California State University and California Faculty Association; PSEA and State of Alaska; PSEA and City of Fairbanks; Alaska State Employees Association and State of Alaska; Mesa Airlines and Air Line Pilots Association

Grievance Arbitrator under Canada Labour Code

Unjust Dismissal Adjudicator and Wage Recovery Referee under Canada Labour Code

British Columbia Collective Agreement Arbitration Bureau Roster

Chartered Mediator, ADR Institute of Canada

Mediator, Court of Arbitration in Sport, Lausanne Switzerland

Mediator and Arbitrator, Sport Dispute Resolution Centre of Canada

3028 Western Avenue, Suite 405
Seattle, Washington 98121
(206) 269-0713 (phone)

17-1835 56th Street
Delta, British Columbia V4L 2L8
(604) 943-3828 (phone)

skratek@msn.com
www.skratek.com

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LABOR/LABOUR RELATIONS EXPERIENCE

Facilitator, Joint Labor Management Committees: American Airlines and Association of Professional Flight Attendants; Southern California Gas Company and Utility Workers Union of America and International Chemical Workers Union, AFL-CIO; King County (WA) Joint Labor Management Committee

Western Canada Regional Election Officer, Labourers International Union of North America
Pacific Northwest Regional Election Officer, Laborers International Union of North America

President, *Resolutions International*, Seattle, Portland, and Chicago

Partner, Northwest Center for Conciliation, Lake Oswego, Oregon

Professor (adjunct) University of Washington, Central and Eastern Washington Universities, Antioch University

Contract Administrator, Washington Education Association, 1981-88

Executive Director, Wayne County Michigan Education Association, 1979-1981

Contract Specialist, Jackson County Education Association, Michigan, 1972-1979

OTHER DISPUTE RESOLUTION EXPERIENCE

Dispute Resolution Trainer: American Airlines and Association of Professional Flight Attendants; United Airlines and Association of Flight Attendants; Southern California Gas Company and Utility Workers Union of America and International Chemical Workers Union, AFL-CIO

Lecturer, Public Policy Dispute Resolution, University of Washington, Graduate School of Public Affairs

Lecturer, Dispute Resolution in Professional Sports, University of Oregon School of Law and University of Victoria School of Law

Senator, State of Washington, 47th Legislative District, 1990-1994

Mediator, Complex Public Policy Disputes, Washington

Board Member, Group Health Cooperative of Puget Sound, Seattle

Arbitrator, Better Business Bureau, Seattle

Mediator, Office of the Superintendent of Public Instruction, Olympia

ORGANIZATIONAL AFFILIATIONS

National Academy of Arbitrators (Board of Governors)

Canadian Region (Region VII), National Academy of Arbitrators

Arbitrators' Association of British Columbia

Vice President, Mediation Research and Education Project, Chicago

Board Member, College of Licensed Practical Nurses of British Columbia

American Arbitration Association Regional Advisory Council

Society for Professionals in Dispute Resolution

Industrial Relations Research Association

ADR of British Columbia, Member

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EDUCATION

Ph.D., University of Michigan, 1985, emphasis: Labor Relations; Conflict Resolution

M.L.S., Western Michigan University, 1975; B.S., Wayne State University, 1971

Alternatives in Dispute Resolution and Peacemaking, National Indian Justice Center, 1995;

Program for Senior Executives in State and Local Government, JFK School of Government, Harvard University, 1991.

SELECTED PUBLICATIONS

The Double Helix of Theory and Practice: Celebrating Stephen J. Goldberg as a Scholar, Practitioner, and Mentor in Negotiation and Conflict Management Research, V. 13, No. 1, 2019.

Collective Bargaining, Public Education and Public Policy in the state of Washington: Where have we been and where are we going? University of Oregon, LERC Monograph, Spring, 2001.

Conflictive Partnerships under Collective Bargaining: A Neutral's Perspective in Workplace Dispute Resolution, Directions for the 21st Century, Fall, 1997, MSU Press, E. Lansing, Michigan, Sandy Gleason, editor.

Grievance Mediation: How to Make the Process Work for You in Labor Law Journal, V. 44, No. 8, August 1993.

Exploring Non-Adversarial Bargaining and Grievance Mediation University of Oregon, LERC Monograph, April 1990.

Grievance Mediation of Contractual Disputes in Public Education in Missouri Journal of Dispute Resolution, Volume 1987.

PUBLISHED DECISIONS

107 LA 1119; 113 LA 374; 110 LA 753; 117 LA 1231

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