

Board's Duty to Elect Trial Board Panel of Arbitrators

— Committee-of-the-Whole

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Presentation Overview

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- Nominations Process
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Purpose of the Trial Board

The Trial Board serves as the final arbiter/authority for deciding individual grievances filed by hourly employees.

An individual grievance is defined as a grievance that alleges one or more of the following:

- That an employee has been adversely affected by a violation, misinterpretation, or inequitable application of an existing law, ordinance, resolution, policy, rule or regulation as it applies to the conditions of employment, or regarding disciplinary action without just cause other than those involving discharge or demotion.
- Disciplinary action without just cause resulting in discharge or demotion.
- A group of employees alleging any of the above.

Nominations and Qualifications

- Individual employees or employee representatives may nominate persons to serve on the Trial Board.
- The nomination form is provided by Board support and requires biographical data and qualifications of the nominee including expertise in the area of labor relations.
- The minimum qualifications are:
 - Members of the National Academy of Arbitrators (NAA), or
 - Labor arbitrators on the roster of the American Arbitration Association (AAA) and/or the Federal Mediation and Conciliation Service (FMCS)
 - Reside locally or be willing to travel without travel compensation
 - The nomination form must be signed by the nominee to indicate a willingness to serve if elected

Duty to Elect

Policy provides that:

“The Trial Panel is composed of nine members elected by the Authority’s Board of Directors...”



Election Process

Nomination Period

- Nomination Period shall be posted and remain open for at least two weeks and not more than four weeks.
- Nominations, biographical data and qualifications shall be provided to any person upon request at the conclusion of the nomination period.

Comment Period (two weeks)

- For two weeks after the close of the nomination period employees and employee representatives may submit comments on the suitability of any nominee
- Nominations and comments are distributed to the Board of Directors and to any party requesting the same.
- Nominations, comments and ballots are distributed to the Board at the conclusion of the Comment Period.

Board Votes

“Not earlier than one week after the nomination forms and written comments are circulated to the Board, The Authority Board Members shall, after giving full and fair consideration to the comments of any employee or employee representative, elect the nine Trial Board members from those nominated.”

2022 Election Schedule

June 22-July 7	Nomination Period
July 8-July 22	Comment Period (two weeks)
July 25	Nominations/Comments/Ballots to the Board
July 25-Aug 12	Memo to employees advising of the ballot count date
August 16	Ballots are cast/counted
August 23	Formal elections/results announced
October 1	Three-Year Term Begins

General Information

- Three-year term: October 1, 2022 - September 30, 2025
- Compensation: \$200 per hour/maximum of \$3000.00 per case
- If hearing canceled within 24 hours: \$200.00
- All hearings are held at DART headquarters

QUESTIONS?



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