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**Present occupation:** Arbitrator/Mediator

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14697 Barks Odee Road

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**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators  
College of Labor and Employment Lawyers

Pennsylvania Bar Association  
Philadelphia Bar Association  
Labor and Employment Relations Association

**EDUCATION**

JD Law Temple University, 1987  
BA Labor Relations Pennsylvania State University, 1983

**BAR ADMISSIONS/CERTIFICATIONS**

Law Pennsylvania 1987

Law New Jersey 1988

**SPECIALIZED TRAINING:**

Complex Public Education Issues: FMCS-NAA September 16, 2011

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**1999-Present:** Arbitrator/Mediator. **2012-2015:** Adjunct Instructor, Penn State University Department of Labor Studies and Employment Relations (World Campus) **2013:** National Academy of Arbitrators – Board of Governors. **2008-2011:** Adjunct Faculty, St. Joseph’s University Comey Institute. **2008-2011:** Managing Editor, *The Chronicle* (National Academy of Arbitrator newsmagazine) **1991-1998:** General Counsel for the Pennsylvania Conference of Teamsters and its subordinate bodies. **1990-91:** Counsel, Pennsylvania Senate Appropriations Committee. **1987-1990:** Associate, Ira H. Weinstock, P.C., Harrisburg, PA

**INDUSTRIES:**

Agriculture, aluminum, bakery, beverage, building products, brewery, broadcasting, canning, cement, chemicals, clothing, communications, construction, dairy, distillery, education/higher education, electrical equipment, electronics, entertainment/arts, food, foundry, furniture, health care, hotels/motels/casinos, hospital/nursing home, iron, lumber, machinery, maritime, meatpacking, metal fabrication, office workers/clerical, organizations, packaging, pharmaceuticals, plumbing, police and fire, public sector grievance, public sector interest, warehousing.

**ISSUES:**

Interest Arbitration (Public and Private Sector), Grievance Arbitration (Public and Private Sector), Employment Arbitration, Contract Interpretation, Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Off-Duty and Personal Conduct, Demotion, Discipline (Non-discharge), Discipline (discharge),

Age Discrimination, Disability Discrimination, Race Discrimination, Gender Discrimination, Drug/Alcohol Offenses, Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Dispute, Layoffs/Bumping/Recall, Management Rights, Past Practices, Pension and Welfare Plans, Promotion, Safety/Health Conditions, Seniority, Strikes/ Lockouts/Work Stoppages/Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Holiday Pay, Incentive Pay, Job Classification.

**ARBITRATION ROSTERS:**

National Mediation Board, Federal Mediation & Conciliation Service, AAA, PLRB, PA Bureau of Mediation, Delaware PERB, NJ PERC.

**PERMANENT PANELS:**

NTEU and IRS; NJ Teacher Tenure Panel; Association of PA College and University Faculties and PA State System of Higher Education; Montgomery County MD Government and Montgomery County FOP Disability Panel (Chair); NJ PERC Special Disciplinary Panel for Police and Fire: Communication Workers of America and Verizon Pennsylvania, Inc. and Verizon Delaware, Inc. Special Mediation Panel; AFSCME Local 1730 and Special People in the Northeast (SPIN); AFSCME and Berks County Heart & Lung Panel; Lower Merion Police and Lower Merion Township Heart & Lung Panel; Pennsylvania State Corrections Officers Association and Commonwealth of Pennsylvania Department of Corrections; PA Police Officers Lodge 114 and Commonwealth of Pennsylvania, Pennsylvania Game Commission; PA State Troopers Assn. and PA State Police

**PUBLICATIONS/SPEAKING ENGAGEMENTS:**

Co-Writer/Arbitrator, Film, *The Suspension of Nurse Kevin* (Penn State University LSER, 2011); Managing Editor, *The Chronicle* (National Academy of Arbitrators newsmagazine); Panel, 2008 FMCS Arbitration Symposium (Atlantic City, NJ); Panel, Public Employer Labor Relations Advisory Service 26<sup>th</sup> Annual Training (2008, Penn State University); Pennsylvania Bar Institute, Labor Law Symposium 2008, 2010 (Philadelphia, PA); Pennsylvania League of Cities (2009, Harrisburg, PA); Contributor, *Guides to Labor Arbitration* (Gershenfeld, Editor); Presenter, Labor Arbitration Institute, 2010-present; Panel, Pennsylvania Bar Institute, *What Every Municipal Solicitor Should Know About Labor Law*, (Philadelphia, Mechanicsburg, 2010); Panel, Pennsylvania Bar Institute, *Labor Law Symposium 2010* (Philadelphia and Mechanicsburg); Presenter, *Grievance Processing*, AAA (2011-12, Philadelphia; Atlantic City; Washington, DC); AAA Act 111 Arbitrator Training (2012, Philadelphia); Course Planner and Trainer, NAA/FMCS Arbitration and Advocacy Training, 2012-13

**FEES:**

**PER DIEM FEE:** \$2,000.00 per day.

**Grievance and Interest Arbitration and Fact-finding:** The fee is \$2,000.00 per day for hearing and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated. **Mediation:** \$400/hour with a minimum of 5 hours per day.

**Employment Arbitration:** \$2500/day (hearing); \$450/hour (study)

**Cancellation Policy:** If the scheduled hearing is postponed or cancelled with notice of less than thirty (30) calendar days, the per diem fee for each day of hearing shall be charged if another matter cannot be set in its place. For hearings scheduled for three days or more, a notice period of forty-five (45) calendar days will apply.

**Travel time:** Arbitrator may charge per diem fee for any travel over four (4) hours in a travel day.

**Expenses:** Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate.