

**E-mail Address:** hnmac@aol.com

**Present Occupation:** Arbitrator/Mediator

**First Business Address:**

1580 Leyden Street  
Denver, CO 80220  
Phone: 303-321-8834

**Second Business Address:**

175 Denise Drive  
Hillsborough, CA 94010  
Phone: 303-321-8834

**PROFESSIONAL AFFILIATIONS: AAA IRA CBA**

**EDUCATION:**

JD Law Univ Denver 1967  
MS Sociology Univ Denver 1974  
BA Psychology Lawrence Univ 1964

**CERTIFICATIONS:**

Law Colorado 1967  
U. S. District Court 1967

**ARBITRATION/LABOR RELATIONS EXPERIENCE:** Arbitrator and Mediator since 1980. Supervised handling of labor relations issues as Assistant Attorney General for Colorado and General Counsel of the federal Action Agency. Presentations at various IRRA and AAA conferences.

**INDUSTRIES:**

Agriculture, Aluminum, Bakery, Beverage, Building Products, Brewery, Broadcasting, Canning, Cement, Coal, Communications, Construction, Dairy, Education, Electrical Equipment/Appliances, Electronics, Entertainment/Arts, Feed & Fertilizer, Food, Foundry, Furniture, Glass/Pottery, Grain Mill, Health Care, Hotels/Motels/Casinos/Resorts, Hospital/Nursing Home, Iron, Lumber, Machinery, Maritime, Meat Packing, Metal Fabrication, Mining, Nuclear Energy, Office Workers/Clerical, Organizations, Packaging, Paint & Varnish, Petroleum/Petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police and Fire, Printing and Publishing, Pulp and Paper, Restaurants, Retail Stores, Rubber/Tire, Steel, Stone/Quarry, Transportation, Trucking and Storage, Upholstering, Utilities, Warehousing

**ISSUES:**

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Pension Claim (Fed. Statute), Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

**PERMANENT PANELS:** City of Denver and Fraternal Order of Police; Commerce City and Fraternal Order of Police; Veterans Administration and AFGE; US Postal Service and American Postal Workers Union; US Postal Service and National Postal Mail Handlers Union; Western Fuels and UMWA Local 1984; Wackenhut and Rocky Flats Security Officers Local 1; Conoco and PACE Local 5-477; US Air Force and AFGE; City of Fort Collins, CO and Police Union; Dakota Westmoreland Coal Company and UMWA Local 400; City of Lakewood and Employees Union; Federal Aviation Administration and National Air Traffic Controllers Association; City of Pueblo and International Brotherhood of Police Officers and International Association of Firefighters; Frontier Airlines and Teamsters Local 455.

**ARBITRATION ROSTERS:**

Federal Mediation and Conciliation Service  
American Arbitration Association  
National Mediation Board

**PUBLISHED CASES:**

80 LA 986  
80 LA 735  
70 LA 742

**FEES:**

**PER DIEM FEE:** \$1,200.00

**DOCKETING FEE:** None      **CANCELLATION FEE:** (See Below)

**CANCELLATION:** \$1,200.00 if settled or cancelled within one week prior to the scheduled hearing date.