



# Carne Dispute Resolution

Post Office Box 8553 Madison, WI 53708  
608-620-4237 [danielle@CarneDisputeResolution.com](mailto:danielle@CarneDisputeResolution.com)

---

## **DANIELLE L. CARNE** *Professional Biography*

### **OCCUPATION**

Full-time neutral offering private adjudication and mediation services; licensed member of Wisconsin State Bar (#1043152).

### **CONTACT INFORMATION**

Post Office Box 8553  
Madison, Wisconsin 53708

[danielle@CarneDisputeResolution.com](mailto:danielle@CarneDisputeResolution.com)  
[www.CarneDisputeResolution.com](http://www.CarneDisputeResolution.com)

608-620-4237

### **NEUTRAL EXPERIENCE**

Mediating, arbitrating, and serving in numerous hearing officer capacities since 2006.

*Employment Matters:* Arbitrating and mediating cases involving broad range of employment matters, including claims of discrimination, ERISA-based claims, individual contract negotiations and interpretation disputes (non-compete, non-solicitation, *etc.*), FMLA issues, FLSA wage and hour issues, private grievance procedures, *etc.*

*Labor Matters:* Arbitrating, serving as hearing examiner, and mediating in broad range of private-sector industries and in the public sector at all levels of government (local, state, federal). Cases involving both contract interpretation and disciplinary matters; collective bargaining negotiations and grievance disputes (including internal labor organization negotiations). Ten years of prior experience as an administrative law judge adjudicating unfair labor practice and representation cases.

*Civil Service Matters:* Adjudicating and mediating cases arising from local, state, and federal civil service employment systems, involving a broad range of departments and positions, and reviewing disciplinary, non-selection, layoff, and classification decisions, among others.

*Business Matters:* Mediating and arbitrating private, non-workplace disputes (*e.g.*, breach of contract matters, insurance claims and coverage disputes, *etc.*).

*Expulsion Matters:* Serving as independent hearing officer for student expulsion cases.

*Special Education Mediation and Facilitation:* Mediating special education disputes and facilitating IEP meetings as a member of the Roster of Mediators maintained by the Wisconsin Special Education Mediation System.

*Domestic Relations Matters:* Certificate in Family Mediation; prior cases have involved property division, custody, and placement issues.



## **CASE ARRANGEMENTS**

Hearings and mediations are conducted either via Zoom (or a video platform of the parties' choosing) or in person. Video conferencing demonstrations (typically in the form of a prehearing conference) are available upon request. Please note fee schedule details related to virtual versus in-person options.

## **FEE SCHEDULE**

*Mediation and Non-Collective-Bargaining Adjudication:* Fees based on an hourly rate of \$400. Parties will be charged for all hours engaged in the following activities: mediation time; hearing time; non-administrative pre-mediation / pre-hearing activities; post-hearing record study and decision preparation; travel time. Parties will be charged actual cost of reasonable travel expenses (in addition to travel time) from Madison, Wisconsin as the point of origin, including air and train fares, car rental, mileage, lodging, meals.

*Cancellation Policy for Mediations:* Cancellation fee of three (3) hours for any mediation cancelled or postponed less than 7 business days prior to the scheduled session date.

*Cancellation Policy for Non-Collective-Bargaining Hearings:* Cancellation fee of \$3,200 for any hearing cancelled or postponed less than 14 days prior to scheduled hearing date.

*Collective Bargaining Grievance Arbitration, Interest Arbitration, Fact-Finding:* Fees based on an 8-hour per diem of \$1,600. For in-person proceedings, a full per diem will be charged for any used portion of a scheduled day. For video-conferenced proceedings, the parties will be charged a prorated portion of the per diem only for hours used. A prorated portion of the per diem will also be charged for the following activities: hearing time on hearing days exceeding 8 hours; non-administrative prehearing activity; record study and decision preparation; travel time. Parties will be charged actual cost of reasonable travel expenses (in addition to travel time) from Madison, Wisconsin as the point of origin, including air and train fares, car rental, mileage, lodging, meals.

*Cancellation Policy for Collective Bargaining Hearings:* Cancellation fee of 1 per diem for hearing cancelled or postponed less than 14 days prior to scheduled hearing date.

## **INDUSTRIES ADDRESSED**

Communications; Corrections (municipal, state, federal; juvenile facilities); Education (primary, secondary, and higher); Electrical Equipment / Appliances; Energy; Entertainment / Arts; Food Production / Distribution; Financial / Securities; Information Technology; Logistics; Healthcare Organizations (Insurers / Hospitals / Nursing Homes); Insurance; Metal Fabrication; Military; Office / Clerical; Police / Fire / EMS; Postal Service; Public Works; Refrigeration / HVAC; Site Decommissioning and Release Services; Shipping; Shipbuilding; Social Services; Transportation; Utilities; Veterans' Programs.

## **ISSUES ADDRESSED**

Absenteeism, Arbitrability, Bargaining Unit Work, Beck Objections, Benefits Accrual and Usage; Classification Systems, Community of Interest, Comparability, Concerted Activity, Conduct, Deferral, Custody / Placement, Demotion, Disability Benefits Claims, Discharge, Discipline, Discrimination (Disability, Gender and Sexual Orientation, Race, Age, Marital Status), Divorce (Property Division; Child Custody and Placement Issues); Dues Checkoff and Deductions, Duty of Fair Representation, Duty to Bargain, Duty to Exhaust, Duty to Provide Information, Employee Monitoring Technology, ERISA Benefits, Expense Account Usage, Environmental Differential Pay / Hazard Pay; Flexible Spending Accounts, Free Speech, Furloughs, Health, Hiring Practices, Impact Bargaining, Incentive Pay,



Independent Contractor Status, IEPs, Insurance Benefits, Job Classifications, Job Performance, Job Posting, Jurisdictional Disputes, Layoffs, Leave Benefits, Longevity Benefits, Management Rights, Mootness, Non-Compete / Non-Solicitation Provisions; Overtime Pay, Past Practice, Pension Plans, Marital Property Division, Expungement of Securities Records, Salary Schedules, Seniority, Special Education Matters, Standard of Review, Statute of Limitations, Subcontracting, Tenured Teacher Discharges, Unit Clarifications, Unilateral Change; Vacation Benefits, Vacation Pay, Waiver, Work Assignments, Working Conditions, Working Hours, Workplace Violence.

## **CURRENT ROSTERS**

### *Private:*

United State Postal Service / National Association of Letters Carriers Regional Arbitration Panel  
City of Chicago Board of Education & Chicago Teachers Union Tenured Teacher Dismissal Panel  
City of Chicago & Policemen's Benevolent & Protective Association of Illinois, Unit 156A (Sergeants),  
Unit 156B (Lieutenants), and Unit 156C (Captains)  
Green Bay Area Public School District Independent Hearing Officer Panel  
Wisconsin Special Education Mediation System Roster of Mediators

### *National:*

Federal Mediation and Conciliation Service (FMCS) Labor Arbitration Roster  
American Arbitration Association (AAA) Roster of Mediators  
American Arbitration Association (AAA) Roster of Labor Arbitrators  
American Arbitration Association (AAA) Roster of Neutrals  
National Mediation Board (NMB) Arbitration Roster  
Resolute Systems Panel of Employment Mediators and Arbitrators

### *State:*

Alaska Labor Relations Agency Arbitrator Listing  
Florida Public Employees Relations Commission Roster of Special Magistrates  
Illinois Educational Labor Relations Board Mediation / Arbitration Roster  
Illinois State Board of Education Tenured Teacher Dismissal Hearing Officer Roster  
Indiana Education Employment Relations Board Arbitration, Mediation, and Fact-Finding Panel  
Iowa Public Employment Relations Board Arbitration and Fact-Finding Panel / Roster of Ad Hoc Mediators  
Kansas Public Employee Relations Board Roster of Mediator / Arbitrators / Fact-Finders  
Minnesota Bureau of Mediation Services Arbitration Roster  
Montana Department of Labor & Industry Arbitrator Roster / Non-Collective-Bargaining Arbitrator Roster  
Nebraska Commission of Industrial Relations Resolution Officer Panel  
Nevada Employee-Management Relations Board Panel of Mediators, Fact-Finders, Arbitrators  
Oregon Employment Relations Board Panel of Factfinders and Mediators  
State of Washington Public Employment Relations Commission Dispute Resolution Panel

### *Other:*

University of Wisconsin System Roster of Arbitrators  
Dane County Case Mediation Program Panel of Mediators  
Dane County Housing Project Panel of Eviction Mediators  
Milwaukee County Civil Mediators List

## **EDUCATION**

JD, conferred with distinction, University of Iowa College of Law, Iowa City, Iowa, 2002  
BA, Grinnell College, Grinnell, Iowa, 1996



### **ADR CERTIFICATIONS / TRAININGS**

AAA Arbitrator I and II Training Certifications

Chicago, Illinois, May, 2013; Virtual, March 2021

FINRA Arbitration and Expungement Training Certification

Madison, Wisconsin, January, 2017

Illinois School Board of Education Hearing Officer Training

Milwaukee, Wisconsin, March, 2013

Wisconsin Special Education Mediation Service 32-Hour Mediation Training Certification

Milwaukee, Wisconsin, September, 2018

Family Mediation Certificate

University of Wisconsin - Milwaukee School of Continuing Education, October, 2018

### **PROFESSIONAL AFFILIATIONS**

*Member*, American Bar Association

Labor and Employment Section (Member of State and Local Government Bargaining and Employment Law Committee; Member of Federal Labor Regulation Legislation Committee)  
Alternative Dispute Resolution Section

*Member*, Wisconsin Bar Association

Labor and Employment Section (former Chair of Labor and Employment Law Section Executive Board)  
Alternative Dispute Resolution Section (former Member of Alternative Dispute Resolution Section Executive Board)

*Member*, Labor and Employment Relations Association, National and Wisconsin Chapters

*Practice Leader*, LERA National Alternative Dispute Resolution Section

*Practitioner Member*, Association for Conflict Resolution, Wisconsin Chapter

*Member*, Inns of Court, James E. Doyle Chapter

### **TEACHING EXPERIENCE**

University of Wisconsin Law School

*Adjunct Professor*

Teaching Employment Law (Fall '16); Labor Law II (Spring '18); The Practice of Mediation and Arbitration (Spring '19; Fall '19)

Cardinal Stritch University Institute for Conflict Studies

*Featured Instructor*

Conducting 5-day, 40-hour Mediation Training (June, 2018)

University of Wisconsin—Oshkosh School of Business

*Adjunct Professor and Guest Lecturer*

Teaching graduate and undergraduate courses in labor and employment law (2010-2014)

University of Wisconsin—Extension School for Workers

*Guest Lecturer*



Conducting mock arbitration training sessions 2012-present); teaching 4-hour modules on HIPAA, COBRA, FMLA in “Bargaining for Healthcare” seminars (2004-2013)

**PRIOR EMPLOYMENT**

Wisconsin Employment Relations Commission, Madison, Wisconsin  
*Mediator, Arbitrator, Administrative Law Judge, 2016-2018; 2006-2013*

Wisconsin Office of State Employment Relations, Madison, Wisconsin  
*Deputy Director, 2015*  
*Chief Legal Counsel, 2013-2015*  
*Acting Division of Merit Recruitment and Selection Administrator, 2014-2015*

Hawks, Quindel, Ehlke & Perry, S.C., Madison, Wisconsin  
*Attorney, 2003-2006*

