

MARK J. KEPPLER

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NEUTRAL EXPERIENCE

- 1998 - Present Mediator
All aspects of labor and employment law. Private practice, as well as U.S. Equal Employment Opportunity Commission's Alternative Dispute Resolution Program and the mediation panels for the Fresno, Tulare and Kings Superior Courts. Five-year settlement rate over 90%. Over 1,500 cases mediated.
- 1989 - Present Arbitrator
Labor-management grievances and private employment disputes. Over 300 cases arbitrated. Panels include:
- Federal Mediation and Conciliation Service
 - California State Mediation and Conciliation Service
 - Permanent Labor-Management Arbitration Panels:
 - UPS and Teamsters Joint Area Labor-Management Committee (Southwest U.S.)
 - U.S. Customs & Border Protection and NTEU – Offices of Field Operations in Los Angeles, San Diego, Laredo (Southwest Texas) & El Paso (West Texas and N.M.)
 - Aramark/Yosemite Hospitality and UNITE HERE, Local 19
- Parties Include: AFGE, AFSCME, Ace Hardware, Albertsons, Aramark, American Automobile Association Anheuser-Busch, ATU, Big Bear Supermarkets, Biltmore, California Teachers Association, California PUC, Canandaigua Wine, Centrex Homes, Chevron, California Department of Water Resources, Cities of Carson City, Fresno, Las Vegas, Lodi, Paso Robles, Sacramento, Rapid City and Reno, Coca Cola, Counties of Clark, Contra Costa, Fresno, Hawaii, Kings, Madera, Maui, Merced, Monterey, Santa Clara, Stanislaus, Washoe, Dole, Foster Farms, Fresno Area Express, Home Depot, Hughes Family Markets, IAM, IBEW, IUOE, Johns Manville, K-Mart, Loomis-Fargo, Lucky Stores, Marriott, McDonalds, Menards, Nextlink (X/O) Communications, NTEU, Oberti Olive Company, OCAWIU, Oregon Convention Center, Port of Seattle, Ralph's Grocery Stores, Safeway, Santa Clara Valley Transportation Authority, SEIU, Sprint, School Districts in Clovis, Fresno, Porterville, Stanford University, Turlock County, Washoe County, State Attorney General Offices in Arizona, California, Colorado, Hawaii, Nebraska, Nevada, and Washington, Teamsters, Texas Tech University, UNITE HERE, Universities of Arizona, Guam, Hawaii, Nebraska, Nevada and Western Oregon, Tri-Valley Citrus, UFCW, UNOCAL, Upright, UPS, U.S. Department of Defense, Walgreens, and Wal-Mart.

OTHER RELEVANT EXPERIENCE

- 1987 – 2023 Professor
Craig School of Business, California State University, Fresno. Areas of specialization: labor and employment law, industrial relations, dispute resolution and business ethics. Awarded Emeritus status.
- 2004 – 2023 Executive Director
Maddy Institute of Public Affairs, California State University, Fresno. Responsible for four-university (UC Merced, and California State University campuses at Fresno, Bakersfield and Stanislaus) non-partisan public affairs institute. Activities included increasing citizen involvement, improving governmental leadership and providing policy analysis.
- 1998 – 2003 Director of Graduate Programs
Craig School of Business, California State University, Fresno.
- 1984 – 1987 Attorney
Shipman & Goodwin, Hartford, CT.
- 1981 Labor Relations Specialist
U.S. Department of Labor, Washington D.C.

EDUCATION

- 1984 J.D. – University of Wisconsin
- 1981 M.S. – University of Wisconsin
Major: Industrial Relations
Concentration: Collective Bargaining
- 1979 B.S. – State University of New York
Major: Business Administration
Minor: Economics

AFFILIATIONS

Federal Mediation and Conciliation Service
California State Mediation and Conciliation Service
U.S. EEOC Alternative Dispute Resolution Program
Association for Conflict Resolution
American Bar Association (Labor and Employment Law, ADR Sections)
Connecticut and Wisconsin Bars (Inactive)
Labor and Employment Relations Association

FEES & CHARGES

- Arbitration Fees: Labor-Management Grievances: \$4,000 per 8-hour hearing day and each day necessary to review evidence, research and write the decision.
- Private Employment Litigation: \$8,000 per 8-hour hearing day and each day necessary to review evidence, research and write the decision.

Mediation Fees:	Single Plaintiff: \$8,000 for up to 8 hours (hourly rate thereafter) Multiple Plaintiffs/PAGA: \$12,000 for up to 8 hours (hourly rate thereafter)
Travel:	The cost of airfare or mileage, rental car, hotel, and meals will be charged for in-person hearings. In-person hearings outside of California will also be charged travel time at a rate of \$250/hour for all hours up to 8 hours, each way (Note: Travel time will not be charged for in-person hearings within California).
Postponement/ Cancellation Fee:	If a scheduled mediation or arbitration hearing date is postponed or cancelled with less than four (4) calendar weeks (28 days) notice, \$2,000 and any unreimbursable expenses incurred (e.g., airline tickets) will be charged per hearing day to the party cancelling the mediation or arbitration unless otherwise agreed to in writing by the parties.
Billing:	All costs of a mediation or arbitration decision are split by the parties unless otherwise agreed/decided. The respective attorneys will be responsible for the bill if their respective parties fail to pay any fees or charges in a reasonably timely manner.