

**Pilar Vaile**  
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## **OCCUPATION**

Attorney (JD), labor arbitrator, mediator, and certified administrative law judge (CALJ)

## **PRIOR LEGAL EXPERIENCE**

2010-Present. Private Neutral and Labor Arbitrator

2005-2010. Deputy Director & Hearing Examiner, NM Public Employee Labor Relations Board

2004-2005. Vice-Chair of the PELRB

2000-2004. Litigation associate with Youngdahl & Sadin, P.C. and successor firms (Plaintiffs' Railroad, labor, employment, and consumer class action Litigation Associate)

## **ARBITRATION/NEUTRAL ROSTERS:**

National Academy of Arbitrators (NAA)

American Arbitration Association (AAA)

Federal Mediation and Conciliation Service (FMCS)

National Mediation Board (NMB)

California Public Employment Relations Board

California State Mediation and Conciliation Service

D.C. Public Employee Relations Board

Illinois Educational Labor Relations Board

Michigan Employee Relations Commission

Montana Board of Personnel Appeals

Oregon Employment Relations Board

Washington Public Employment Relations Commission

## **INDUSTRIES**

Air Force, Army, DOD; Customs & Border Patrol; Bureau of Prisons; clerical; communications; construction/building trades; custodial trades; education—public and charter, primary and secondary, college and university; engineering trades—mechanical, electrical, chemical; food service; government sector—Federal, State, Municipal and County; health care/hospitals—VA and private sector; IRS; manufacturing; Postal Service; prison/corrections; professional/paraprofessional personnel; public safety—police and fire; railway; transportation; VA.

## **ISSUES**

ADA and ADAA; arbitrability; Back Pay Act; bargaining unit work; benefits (leave, insurance and pension); clothing/uniforms; conduct (off-duty/personal); conditions of employment; demotion; disability; discipline (discharge and non-discharge); discrimination (age, disability,

race, nationality and gender); FLRA; hiring practices; interest arbitration; job posting, bidding and classification; jurisdiction disputes; management rights; MSPB; NLRA; official time; OSHA; pay (base, holiday, incentive/differential, overtime); past practices; performance appraisals; probationary status; promotion; Rehabilitation Act; public sector taxation and budgeting; representation petitions; retirement, DC and DB plans; safety/health conditions; scheduling; seniority; subcontracting/contracting out; ULPs; violence or threats in the work place; and vocational rehabilitation.

### **EDUCATION**

National Judicial College (NJC) –Judic. Development Certifs. in Admin. Law and Dispute Resol.  
J.D. with Thesis Honors, University of New Mexico School of Law  
B.A. *magna cum laude*, UNM  
Ovey Comeaux High School, Lafayette, Louisiana

### **PROFESSIONAL LICENSES & AFFILIATIONS**

CA State Bar (2004)  
NM State Bar (2000)  
National Academy of Arbitrators (NAA)  
National Association of Hearing Officials (NAHO) – Certified ALJ

### **PUBLISHED AWARD(S)**

*IRS and NTEU*, 114 LRP 41403 (Arb. Vaile, 2014), *aff'd* 115 LRP 41010 (FLRA).

### **MILITARY SERVICE**

Louisiana National Guard, Sergeant E-5, Legal and Personnel Specialist, 1990-1993  
U.S. Army (active), Specialist E-4, Legal Specialist, 1987-1990 (Ft. Gordon, GA)