

# JUDITH ANN CROWELL, ESQ.

P.O. Box 95 | West Linn, OR 97068 | 503-867-5821 | [crowelladr@gmail.com](mailto:crowelladr@gmail.com)

## PRESENT OCCUPATION

---

**Principal | Crowell Dispute Resolution, LLC** | 2025-present. Public sector and private arbitrator, mediator, and neutral fact-finder, available to conduct workplace investigations and provide workplace consulting services.

## PROFESSIONAL STATEMENT

---

Transitioned to full-time neutral practice following more than 20 years of federal and state sector labor and employment law. Practice encompassed collective bargaining agreement administration, grievance processing, adverse action counseling, and neutral fact-finding review for the Transportation Security Administration. Extensive experience preparing and presenting agency arbitration cases. Prior experience includes multiple state agency representation in Alaska and private-sector labor and employment law.

## EDUCATION

---

**University of California, Davis, King Hall School of Law** — J.D., 1998

**University of Redlands** — B.A., International Relations, *magna cum laude*, Phi Beta Kappa, 1995

## TRAINING AND PROFESSIONAL AFFILIATIONS

---

- Becoming A Labor Arbitrator training, National Academy of Arbitrators, 2025
- Mediation Training, Oregon, 2025
- Member, NAA Pacific Northwest Regional Salon
- Member, Oregon Mediation Association
- Mediation and Arbitration Section, Alaska Bar Association

## PROFESSIONAL EXPERIENCE

---

**Transportation Security Administration, Office of Chief Counsel** — *Supervisory Counsel; Senior Counsel; Attorney-Advisor* | 2005–2025

Twenty years of comprehensive federal sector labor and employment practice. Provided legal advice on CBA interpretation, grievance administration, discipline, adverse actions, and fact-finding across six states (Oregon, Washington, Idaho, Montana, Alaska, and Hawaii), covering 60+ airports and 2,500+ employees. Founding member of TSA's expedited arbitration team (2013), participating in all phases of arbitration, including prehearing preparation, agency representation, and settlement negotiations. Advised and reviewed work of neutral fact-finders on behalf of senior TSA management officials.

**State of Alaska, Department of Law** — *Assistant Attorney General, Labor and State Affairs* | 2004–2005

Represented the Alaska Department of Labor, Department of Motor Vehicles, and Commission for Human Rights in administrative and appellate proceedings.

**Municipality of Anchorage, Department of Law** — *Assistant Municipal Prosecutor* | 2001-2004

Responsible for the prosecution of 1700-2000 criminal misdemeanor cases per year.

**Dorsey & Whitney, LLP, Anchorage, AK** — *Associate, Labor & Employment* | 1999-2001

Private-sector labor and employment law practice; litigated and counseled clients on federal and state employment issues.

**Court of Appeals, State of Alaska** — *Law Clerk, Hon. Robert G. Coats, Chief Judge* | 1998–1999

Appellate legal research and drafting of bench memoranda and proposed decisions.

## **SELECTED ISSUES**

---

Absenteeism, Arbitrability, AWOL, Bargaining Unit Work, Contract Interpretation, Conduct (On-Duty/Off-Duty), Confidentiality, Criminal, Disability, Discipline (Discharge and Non-Discharge), EEO/Discrimination (Age, Disability, Race, Sex, National Origin), Drug/Alcohol Offenses (Treatment, Testing & Offenses), Dual Employment, Failure to Comply, Failure to Report, False Statements, FMLA, Grievance Procedures, Hiring Practices, Insubordination, LCAs, Leave, Management Rights, Official Time, Online/Social Media Conduct, Past Practices, Performance, Probation, Promotion, Retaliation, Retirement, Safety/Health, Seniority, Sexual Harassment, Unemployment, Weingarten, Workers Compensation, Work Hours/Schedules/Assignments, Workplace Violence.

## **BAR ADMISSIONS**

---

- California (1999), Alaska (2000).

## **2026 FEE SCHEDULE AND CANCELLATION POLICY**

---

- \$1700 per hearing day (up to 8 hours) of arbitration. Research, study, writing time and motions are billed at \$225/hour, not to exceed 12 hours per hearing day. No charge for one pre-arbitration conference call for hearing procedure and logistics; all subsequent pre-hearing conferences will be billed at the hourly rate.
- For hearing cancellations, the full per diem rate will be charged unless written notice is received more than 14 calendar days before the scheduled hearing date.
- For hearing postponements more than 14 days before the first hearing date, no charge if the parties reschedule (consistent with the arbitrator's availability) immediately with the postponement notice. Postponement with 14 or fewer days' notice, without immediate rescheduling, is charged at the total per diem rate for all scheduled hearing days when the hearing is not rescheduled within three months.
- Travel expenses, including airfare, meals, lodging and ground transport, are billed at actual cost, including automobile mileage at the applicable IRS rate. Travel time in excess of four hours from Portland will be billed at the hourly rate. Arbitrator Crowell flies coach.
- Available to conduct in-person or virtual hearings, mediations, and fact-finding.