

KENNETH M. McCAFFREE

Education

- | | | |
|-------|---|------|
| B.A. | Sociology, Southwestern College, Winfield, Kansas | 1940 |
| M.A. | Economics, University of Denver, Denver, Colorado | 1942 |
| Ph.D. | Economics, University of Chicago, Chicago, Illinois | 1950 |

Professional Positions

- 1981-Present Professor Emeritus, Department of Economics, College of Arts and Sciences; Department of Health Services, School of Public Health and Community Medicine, University of Washington, Seattle, Washington
- 1957- **2004** Arbitrator: (Grievances under labor agreements and other labor disputes). Listed by American Arbitration Association; Federal Mediation and Conciliation Service; Public Employment Relations Commission, Washington State; Employment Relations Board, State of Oregon; and Montana Board of Personal Appeals. *Elected to membership, National Academy of Arbitrators, 1983.*
- 1981-82 Visiting Research Scientist, Health and Population Study Center, Battelle Human Affairs Research Centers, Seattle, Washington
- 1970-81 Professor of Health Services, Department of Health Services, School of Public Health and Community Medicine, University of Washington, Seattle, Washington.
- 1967-81 Professor, Department of Economics, College of Arts and Sciences, University of Washington, Seattle, Washington.
- 1976-80 Research Scientist, Health and Population Study Center, Battelle Human Affairs Research Centers, Seattle, Washington.
- 1972-76 Director, Health Care Study Center, Battelle Human Affairs Research Centers, Seattle, Washington.
- 1971-76 Grant-sponsored project to evaluate the Seattle Model Cities Prepaid Health Care Project (National Center for Health Services Research and Development, Public Health Service, U.S. Department of Health, Education, and Welfare).
- 1973 Visiting Professor, Centre for Extension Training in Community Medicine, London School of Hygiene and Tropical Medicine, London.
- 1973 Grant-sponsored study of private health insurance and private practice of medicine in England (Battelle Memorial Institute).

Professional Positions (continued)

- 1963-72 Cooperating Faculty, School of Public Affairs, University of Washington, Seattle, Washington
- 1966-70 Associate Staff, Health Resources Study Center, University of Washington, Seattle, Washington
- 1956-65 Associate Professor, Department of Economics, College of Arts and Sciences, University of Washington, Seattle, Washington.
- 1950-56 Assistant Professor, Department of Economics, College of Arts and Sciences, University of Washington, Seattle, Washington.
- 1953-54 Construction Labor Coordinator, Atomic Energy Commission, Richland, Washington.
- 1952-53 Section Chief, Case Analysis Division, 13th Regional Wage Stabilization Board.
- 1949-50 Acting Assistant Professor, Department of Economics, College of Arts and Sciences, University of Washington, Seattle, Washington.
- 1947-49 Instructor, Department of Economics, Illinois Institute of Technology, Chicago, Illinois.
- 1942-43 Instructor, Department of Economics, University of Denver, Denver, Colorado.
- 1941-42 Instructor, Department of Economics, Colorado Women's College, Denver, Colorado.

Additional Professional Experience

- 1982-83 Member, Advisory Council on Social Security (Medicare) U.S. Department of Health and Human Services, Washington D.C.
- 1981-1984 Member, Governor's Council of Economic Advisors, State of Washington, Olympia, Washington.
- 1966-1984 International Foundation of Employee Benefit Plans: Advisory Director for Health Affairs, 1982-1984; Member Ad-Hoc Administrative Costs Committee, 1979-1980; Member of Research and Information Committee, 1974-1977, 1966-70; Director, 1966-69.
- 1966-81 Consultant, Economist for attorneys on liability claims.
- 1978-81 Member, Board of Directors, Washington Hospital Liability Insurance Fund.

Additional Professional Experience (continued)

- 1980 Ad Hoc. Reviewer, Epidemiologic and Services Research Review Committee, National Institute of Mental Health, Alcohol, Drug Abuse and Mental Health Administration U.S. Department of Health and Human Services.
- 1973-75 Member, Task Force on Catastrophic Health Care Costs, Washington State Comprehensive Health Planning Advisory Council.
- 1974 Member, National Advisory Health Services Council, National Center for Health Services Research; Health Resources Administration; U.S. Department of Health, Education and Welfare.
- 1973-74 Member, Institute of Medicine Ad Hoc Work Group on Manpower, National Academy of Medicine.
- 1968-74 Member, Comprehensive Health Planning Advisory Council, State of Washington
- 1971-73 Member, Health Services Industry Advisory Committee, Cost of Living Council, Phase II of Economic Stabilization Program; presidential appointment.
- 1968-72 Consultant for wage, fringe benefit, and cost studies of nursing home care, Washington State Health Facilities Association.
- 1968-72 Member, Demonstration Grants Review Committee, National Center for Health Services Research and Development, U.S. Department of Health, Education and Welfare.
- 1956-72 Consultant in labor relations in the insulation (construction) industry, including work on pensions, health and welfare, and contract negotiations.
- 1967-71 Member, Board of Trustees and Board of Directors, University of Washington Book Store.

Additional Professional Experience (continued)

- 1967-70 Student Health Services: Member, Ad Hoc Programming Committee for Student Health Services, 1969-70; Chairman, University Ad Hoc Committee to Review Student Health Services, 1967-68.
- 1964-70 University Senate: Chairman, 1969-70; Vice-Chairman, 1968-69; Chairman, Faculty Council on Faculty Affairs and member, 1964-69; Faculty Representative to the Administration on Budget and Faculty Salaries, 1965-68.
- 1967-68; 1963-65 Consultant, National Institute of Mental Health, U.S. Department of Health, Education and Welfare; and member of Special Grants Review Committee for research in the economics of mental health.
- 1967 Consultant, Washington State Department of Health.
- 1966-67 Consultant, Health Economics Branch, Public Health Service, U.S. Department of Health, Education and Welfare.
- 1966-67 Consultant, Washington State Department of Public Assistance, and member of Governor's Task Force on Vendor Payments.
- 1958-66 Group Health Association of America: President, 1964 and 1965; Chairman of the Board of Trustees, 1966; member of Executive Committee, 1960-66.
- 1955-66 Group Health Cooperative of Puget Sound: President of the Board, 1957 and 1958; Trustee of Hospital, 1955-66.

Professional Affiliations

American Economics Association
Industrial Relations Research Association
National Academy of Arbitrators
Western Economic Association

Publications, Reports and Presentations

- McCaffree, K. M. 1953. The earning differential between white collar and manual occupations. Rev. of Econ. and Stat. 35:20-30.
- McCaffree, K. M. 1954. Government, labor and atomic energy. In Proceedings, 28th Annual Conference, Western Economic Association, 1953. Salt Lake City: University of Utah Press, pp. 76-81.

Publications, Reports and Presentations (continued)

- McCaffree, K. M. 1954. Trends in bargaining in the Northwest construction industry. Month. Lab. Rev. 77:1214-1219.
- McCaffree, K. M. 1954. Trends of wages and fringes, Pacific Northwest construction industry, 1947-54. Joint Labor Committee, Pacific Northwest Branch, Associated General Contractors of America. Spokane, Wash. Multilithed.
- McCaffree, K. M. 1955. Atomic energy in the Pacific Northwest. Pacific Northwest Business 14(July):11-15, 18-25.
- McCaffree, K. M. 1955. Wage and fringe trends in the Northwest construction industry. Pacific Northwest Business 15(15):18-21.
- McCaffree, K. M. 1956. The atom vs. falling water in the far Northwest. Pac. Build. Eng. 62:73ff.
- McCaffree, K. M. 1956. The development of atomic power in the Pacific Northwest. In Proceedings, 30th Annual Conference, Western Economic Association, 1955. Salt Lake City: University of Utah Press, pp. 58-62.
- McCaffree, K. M. 1956. An economic appraisal of nuclear vs. hydro power development in the Pacific Northwest. Technical Digest, Mechanical Engineering Journal 78:654. Condensation of paper also appeared in Industry and Power, July 1956, and in the Whaley-Eaton Weekly Newsletter Atoms for Peace, June 21, 1956.
- McCaffree, K. M. 1956. History of labor relations and contract negotiations in construction, Hanford Works, Richland, Washington, 1947-54. Richland, Washington: Hanford Contractors Negotiating Committee and the Atomic Energy Commission. Twenty-one volumes, typed and bound.
- McCaffree, K. M. 1956. Regional bargaining in the construction industry. Ind. Lab. Rel. Rev. 9:595-609. Condensation of this article appeared in Engineering News Record, p. 114, July 19, 1956; and in the McGraw-Hill Construction Daily Newsletter, July 23, 1956.
- McCaffree, K. M. 1957. Bargaining in the metal trades in the Northwest. Month. Lab. Rev. 80:797-802.
- McCaffree, K. M. 1957. Collective bargaining in atomic energy construction. J. Polit. Econ. 65:322-337.

Publications, Reports and Presentations (continued)

- McCaffree, K. M. 1957. Postwar trends in occupational income differentials. Proceedings of the 31st Annual Conference of the Western Economic Association, 1956. Salt Lake City: University of Utah Press, pp. 75-79.
- McCaffree, K. M. 1957. The role of a conciliator in labor management disputes. Pacific Northwest Business 16:5ff.
- McCaffree, K. M. 1958. Book review: Stigler, G. J., and Blank, D. E., The demand and supply of scientific personnel. Ind. Lab. Rel. Rev. 2:463-464.
- McCaffree, K. M. 1959. Book review: Roberts, B. C., National wages policy in war and peace. Am. Econ. Rev. 64(2):488-490.
- McCaffree, K. M. 1959. The development of prepaid group practice medical plans. Proceedings, 9th Group Health Institute, Chicago: Group Health Association of America, pp. 31-34.
- McCaffree, K. M. 1959. Some economic aspects of mental health care. University of Washington Business Review 18(7):14-22.
- McCaffree, K. M. 1960. Membership participation in the organizational forms of prepaid direct service group practice medical care plans. Proceedings, 10th Group Health Institute, Chicago: Group Health Association of America, pp. 56-60.
- McCaffree, K. M. 1960. Pacific Northwest industrial development-- A discouraging note. University of Washington Business Review 19(5):17-22. Reproduced with some modification in the Oregon Business Review 19(7):103 (July, 1960).
- McCaffree, K. M. 1961. Costs of medical care and their distribution: Causes and consequences of rate increase among group practice plans. Proceedings, 11th Group Health Institute, Chicago: Group Health Association of America.
- McCaffree, K. M. 1961. Earning, productivity, and preferential hiring hall in the construction industry. Proceedings, 35th Annual Conference, Western Economics Association, 1960. Salt Lake City: University of Utah Press, pp. 81-84.
- McCaffree, K. M. 1961. Union membership policies and labor productivity among asbestos workers. Ind. Lab. Rel. Rev. 14:227-234.

Publications, Reports and Presentations (continued)

- McCaffree, K. M. 1962. Medical costs and group practice plans. Textbook for Welfare, Pension Trustees and Administrators, Vol. 4. Elm Grove, Wis. National Foundation of Health, Welfare and Pension Plans, pp. 400-406.
- McCaffree, K. M. 1963. A further consideration of wages, unemployment, and prices in the U.S., 1948-1958. Ind. Lab. Rel. Rev. 17:60-74.
- McCaffree, K. M. 1963. A theory of the origin and development of employer associations. Proceedings, 1962 Annual Meeting of the Industrial Relations Research Association. Champaign: The Gerrard Press, pp. 56-63.
- McCaffree, K. M. 1963. The use of extra charges in prepaid group practice plans. Proceedings, 13th Group Health Institute, Chicago: Group Health Association of America, pp. 133-138.
- McCaffree, K. M. 1964. Book review: Munson, F. C., Labor relations in the lithographic industry. Ind. Lab. Rel. Rev. 17:647-648.
- McCaffree, K. M. 1965. Conservation of the health care dollar. (Comments during panel discussion.) Proceedings, 4th National Congress on Voluntary Health Insurance and Prepayment, October 2-3, 1964, Las Vegas, Nevada. Chicago: American Medical Association, pp. 98-99ff.
- McCaffree, K. M. 1965. The dollars and sense of medical care. View 3(3):3-5.
- McCaffree, K. M. 1966. The cost of mental health care under changing treatment methods. Am. J. Publ. Hlth. 56(7):1013-1025. Reprinted in Int. J. Psychiatry 4(2):142-155. Reprinted in Program evaluation in the health fields. ed. H. C. Schulberg, A. Sheldon, and F. Baker (New York: Behavioral Publications, Inc., 1969). An abstract of the article appears in West. Econ. J. 3:3, and a preliminary draft in the Research Bulletin, Washington State Department of Institutions, August, 1965, pp. 1-20.
- McCaffree, K. M. 1966. Higher quality, lower cost medical care. Proceedings of Consumer Assembly. Washington, DC: Consumer Assembly, pp. 41-43.
- McCaffree, K. M. 1966. Income and economic considerations among the aged. Seattle's older population: A study of attitudes, needs, and resources in King County. Seattle: Council on Aging, pp. 5.15-5.25.

Publications, Reports and Presentations (continued)

- McCaffree, K. M. 1966. Report on the economic view. Washington State Plan For Mental Health Services Vol. 2, pp. 157-163. Task Force and County Planning Committee reports. Olympia: Washington State Mental Health and Mental Retardation Committee. (See also Vol. 1, pp. 45ff--Committee report and recommendations.)
- McCaffree, K. M. 1968. The economic basis for the development of community mental health programs. Med. Care, May-June, pp. 286-299.
- McCaffree, K. M. 1968. Rising prices and expenditures for health care. Proceedings of 1968 annual educational conference. Elm Grove: National Foundation of Health, Welfare, and Pension Plans, Inc.; pp. 71-77. (Modified version published in Health cost inflation: National scandal or necessity? Elm Grove: National Foundation of Health, Welfare and Pension Plans, Inc., 1968.)
- McCaffree, K. M. 1968. Statement on health affairs. The Digest (National Foundation of Health, Welfare and Pension Plans, (nc.) 5:5-7.
- McCaffree, K. M. 1968. Statement, Hearing Before the Advisory Commission on Intergovernmental Relations on Intergovernmental Problems in Medicaid. Washington: Advisory Commission on Intergovernmental Relations, September, pp. 13-18.
- McCaffree, K. M.; and Newman, H. F. 1968. The prepayment of drug costs under a group practice plan. Am. J. Publ. Hlth., April, pp. 1212-1218.
- McCaffree, K. M. 1969. Controlling the cost of hospital care. Textbook for Welfare, Pension Trustees and Administrators, Vol. 2. Elm Grove, Wis.: National Foundation of Health, Welfare and Pension Plans, Inc., pp. 75-78.
- McCaffree, K. M. 1970. Abstract: Socio-economic determinants of variation in infant mortality. West. Econ. J. 8(3):325.
- McCaffree, K. M. 1970. Involvement in change. Wash. St. J. Nurs., March/April, pp. 6-9.
- McCaffree, K. M. 1971. Alternative financing systems: The economics and politics of national health insurance. Proceedings of Seminar on Health Delivery Systems for Kansas. Topeka: Kansas State Board of Health.

Publications, Reports and Presentations (continued)

- McCaffree, K. M.; and Gwartney, J. D. 1971. Variance in discrimination among occupations. South. Econ. J. 38(2):141-155.
- McCaffree, K. M. 1972. Health maintenance organizations and pharmacists. The Pharmacist in Society Seminar. Kansas City: University of Missouri School of Pharmacy.
- McCaffree, K. M. 1972. Price and wage controls and the economics of the health care industry. Medical Group Management 20(1):9-15.
- McCaffree, K. M. 1973. Contributor to: Fee controls are here to stay, ed. C. Colburn Hardy. Dental Economics, March, p. 35ff.
- McCaffree, K. M. 1973. Book review: Campbell, R. R., Economics of health and public policy (Washington, DC: American Enterprise Institute for Public Policy Research, 1971). Inquiry 9:72-74.
- McCaffree, K. M. 1975. Book review: Becker, M., Experience rating in unemployment insurance: An experiment in competitive socialism (Baltimore: Johns Hopkins University Press, 1972). Ind. Lab. Rel. Rev., January, pp. 331-332.
- McCaffree, K. M. 1975. Lessons from European health care experiences. Proceedings of the Annual Educational Conference. Brookfield, Wis.: International Foundation of Employee Benefit Plans, pp. 7-13.
- McCaffree, K. M.; and Ramanathan, K. V. 1975. PL-92-603 and accounting problems in nursing homes. Governing Council Report (American Health Care Association) 4(2).
- McCaffree, K. M.; Muller, L.; Ramanathan, K. V.; Maher, M.; and Miller, L. C. 1975. Profits and growth: Allowances for owner/operator contributions in a cost related prospective payment for services system for nursing home care. Washington, DC: American Health Care Association.
- Winn, S. K.; McCaffree, K. M.; Bennett, C. A.; Tuck, B. R.; and O'Connell, M. S. 1975. Employee time spent in contact with residents and patients in twelve efficient and effective nursing homes. Proceedings of the First North American Symposium on Long-term Care Administration, July 27-31, 1975. Washington, DC: American College of Nursing Home Administrators, pp. 161-178.
- Winn, S. K.; McCaffree, K. M.; Bennett, C. A.; Tuck, B. R.; and O'Connell, M. S. 1975. A look at twelve efficient and effective nursing homes. Am. Hlth. Care Assoc. J. 1(3):84-90.
- McCaffree, K. M. 1976. The Comparative Health Data Program. Am. Hlth. Care Assoc. J. 2(1):86.

Publications, Reports and Presentations (continued)

- Miller, L. C., Jr.; McCaffree, K. M.; and Goodnight, J. A. 1976. Self-payment options available to workers in a majority of Taft-Hartley funds. I.F. Digest 13(3):4-5.
- McCaffree, K. M.; and Miller, L. C., Jr. 1976. Unemployment and the loss of health insurance benefits under Taft-Hartley union management trustee health and welfare funds. Textbook for Employee Benefit Plan Trustees, Administrators and Advisors. Brookfield, Wis.: International Foundation of Employee Benefit Plans, Inc. pp. 139-169.
- Winn, S.; and McCaffree, K. M. 1976. Characteristics of nursing homes perceived to be effective and efficient. The Gerontologist 16/5:415-419, October.
- Winn, S.; Bennett, C. A.; and McCaffree, K. M. 1976. The relationship of patient conditions and characteristics to variations in costs of long term care. Second North American Symposium on Long Term Care Administration Proceedings. Washington, DC: The American College of Nursing Home Administrators, pp. 319-332.
- McCaffree, K. M. 1977. Book review: Muskin, T., ed., Consumer incentives for health care New York: Milbank Memorial Fund by PRODIST, 1974). Med. Care XV/2:187-188.
- McCaffree, K. M. 1977. Book review: Andreopoulos, A., ed., National health insurance: Can we learn from Canada? (New York: John Wiley & Sons, 1975). Journal of Human Resources. Winter.
- McCaffree, K. M.; and Malhotra, S. 1977. Unemployment, eligibility rules, and the loss of health insurance benefits. Textbook for Employee Benefit Plan Trustees, Administrators and Advisors. Vol. 18. (Brookfield, Wis." International Foundation of Employee Benefit Plans, Inc.). pp. 345-369.
- McCaffree, K. M. 1976; 1977. Returns to equity capital in nursing homes in Report on Systems of Reimbursement for Long Term Care Services, Vol. II. Proceedings of National Long Term Care Reimbursement Conference. Washington, DC: National Center for Health Services Research, U.S. Department of Health, Education and Welfare, and Applied Management Services. Chapter 8. Revised version for Health Policy Research Series, Center for Health Services Research, Department of Health Services, University of Washington, 1977, distributed as Discussion Paper No. 7.
- McCaffree, K. M.; and Malhotra, S. 1977. Unemployment, eligibility and the loss of health insurance benefits. Brookfield, Wis.: International Foundation of Employee Benefit Plans, Inc., pp. 1-42.

Publications, Reports and Presentations (continued)

- McCaffree, K. M.; Richardson, W. C.; Boscha, V.; Drucker, W. L.; and Diehr, P. K. 1978. A Comparison of Two Health Services and Delivery Systems with Primary Emphasis on Costs. Textbook for employee benefit plan trustees, administration and advisors. Vol. 19. (Brookfield, Wis.: International Foundation of Employee Benefit Plans, Inc.) pp. 379-391.
- Winn, S.; and McCaffree, K. M. 1979. Issues Involved in the Development of a Prepaid Capitation Plan for Long Term Care Services. The Gerontologist 19/2:184-190 (April).
- McCaffree, K. M.; Malhotra, S.; and Wills, J. 1979. Capital and the Reimbursement of the Costs of Nursing Home Services. In LaPorte, V., and Rubin, J. (eds.), Reform and Regulation in Long-Term Care. New York: Praeger, pp. 187-210.
- McCaffree, K. M.; Malhotra, S.; and Glendon, G. L. 1980. The Impact of rising unemployment on the loss of job-related health insurance coverage. Effects of the 1974-75 recession on health care for the disadvantaged. National Center for Health Services Research, Office of Health Research, Statistics and Technology, Public Health Service, U.S. Department of Health, Education and Welfare. Washington, DC: pp. 43-62.
- McCaffree, K. M.; and Bice, T. W. 1980. The impact of capital expenditure controls on health care institutions. In Socioeconomic Issues of Health 1980, eds. E. E. Hough and G. T. Misek. Chicago: American Medical Association, pp. 21-37.
- Richardson, W. C.; Biehr, P. K.; LoGerfo, J. P.; McCaffree, K. M.; and Shortell, S. M. 1980. Comparisons of prepaid health care plans in a competitive market: The Seattle prepaid health care project. National Center for Health Services Research, Office of Health Research, Statistics and Technology, U. S. Department of Health and Human Services, Washington, DC.
- McCaffree, K. M.; and Parke, W. 1976. A study of alternative depreciation methods and their impact on the rates of return on equity capital and reimbursement levels for nursing home care. For Division of Health Insurance Studies, Office of Research and Statistics, Social Security Administration, under Contract No. 600-75-0187 to Battelle Health Care Study Center, pp. 1-168.
- McCaffree, K. M.; Winn, S.; and Bennett, C. A. 1976. Cost data reporting system for nursing home care. For Division of Long-Term Care, National Center for Health Services Research, U.S. Department of Health, Education, and Welfare, under Grants No. HS 01114-01A1 and HS 01115-01A1 to the American Association of Homes for the Aging and to the American Health Care Association, pp. 1-177, plus appendixes.

Publications, Reports and Presentations (continued)

- McCaffree, K. M.; and Harkins, E. B. 1976. Evaluation of the outcomes of nursing home care. For Division of Long-Term Care, National Center for Health Services Research, U. S. Department of Health, Education and Welfare, under Grant No. 1 R18 01638-01 to Battelle Health Care Study Center, pp. 1-210.
- McCaffree, K. M.; Boscha, M. V.; Drucker, W. L.; Richardson, W. C1; and Diehr, P. K. 1976. Comparative costs of services. Chapter III in The Seattle Prepaid Health Care Project: Comparison of Health Services Delivery. For National Center for Health Services Research, U.S. Department of Health, Education and Welfare, under Grant No. R18 HS 00694 to University of Washington, pp. 1-90.
- McCaffree, K. M.; Malhotra, S.; and Glandon, G. L. 1977. The impact of rising unemployment on the loss of job-related health insurance coverage. For National Center for Health Services Research, Health Resources Administration, U.S. Department of Health, Education and Welfare, under Contract No. HRA 230-75-0139 to the Battelle Human Affairs Research Centers, pp. 1-232.
- McCaffree, K. M.; Malhotra, S.; Wills, J. M.; and Morrissey, M. A. 1978. Profits, growth and reimbursement systems in the nursing home industry. For Office of Policy Planning and Research, Health Care Financing Administration, U.S. Department of Health, Education and Welfare, pp. 1-224, plus 210 pages of appendixes.
- McCaffree, K. M.; Baker, J.; and Perrin, E. B. 1979. Long-term care case mix, employee time and costs. For National Center for Health Services Research, Office of the Assistant Secretary for Health, U.S. Department of Health, Education and Welfare, pp. 1-104, plus appendixes.
- McCaffree, K. M.; Muller, L.; and Johnson, R. P. 1975, revised 1979. An economic analysis of the production process in Washington State nursing homes. For National Center for Health Services Research, Health Resources Administration, U.S. Department of Health, Education and Welfare, pp. 1-116, plus appendixes.
- McCaffree, K. M.; Malhotra, S.; Wills, J. M.; and Baker, J. 1979. Findings and implications of field visits to six welfare benefit plan administrative organizations. For Office of Policy Planning and Research, Pension and Welfare Benefit Program, Labor-Management Services Administration, U.S. Department of Labor, pp. 1-54.

Publications, Reports and Presentations (continued)

Malhotra, S.; McCaffree, K. M.; Wills, J. M.; and Baker, J. 1980. Employment-related health benefits in private nonfarm business establishments in the United States. Vol. I. Determinants of the decision by establishments to offer a group health plan, pp. 1-71, Vol. II. A survey of establishments in the private nonfarm section, pp. 1-108 and appendixes, Vol. III. Sampling and survey strategy, pp. 1-109 and appendixes, Vol. IV. Users guide to data, pp. 1-88 and appendixes. For Labor Management Services Administration and Assistant Secretary for Policy Evaluation and Research, U.S. Department of Labor under Contract No. J-9-P-7-0150. Washington, DC.

McCaffree, K. M.; Malhotra, S.; Wills, J. M.; and Baker, J. 1980. Employee welfare benefit plans and plan sponsors in the private nonfarm sector in the United States, 1978-79. Vol. II. Sampling and survey strategy, pp. 1-102 and appendixes. Vol. III. User's guide to data, pp. 1-087 and appendixes. Vol. IV. Description and analysis of plans and plan sponsors, pp. 1-87 and appendixes. For Labor Management Services Administration; U.S. Department of Labor under Contract No. J-9-P-7-0139. Washington, DC.

Medicare Benefits and Financing-Report of the 1982 Advisory Council on Social Security, Otis R. Bowen, Chairman. U.S. Government Printing Office, Washington D.C., 1984. Reproduced in Background Material Related to Medicare Financing Issues, Committee on Finance, United States Senate. 98th Congress, 2d Session. U.S. Government Printing Office, Washington, D.C., 1984.

McCaffree, K. M. "Financing Future Long Term Care". Proceedings of the Third National Leadership Conference on Long Term Care Issues--The Future World of Long Term Care, March 7-9, 1984. Washington, D.C. The Hillhaven Foundation, Nashville, Tenn. 1985. Pp 217-222.

E-mail: mmccaff350@aol.com

Present Occupation: Arbitrator

First Business Address:

Private Mail Box # 451
22975 SE Black Nugget Rd
Issaquah, WA 98029
Phone: (425) 369-0772 (after 1-15-03)
Fax: (425) 369-8699 (after 1-15-03)

Second Business Address:

None

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators
American Arbitration Association
Industrial Relations Research Association

EDUCATION:

PhD. Economics	University of Chicago, 1950
MA Economics	University of Denver, 1942
BA Sociology	Southwestern College, 1940

CERTIFICATIONS:

None

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1958 to present: Arbitrator with over 800 regular decisions under collective bargaining agreements since 1977, in most industries and for all types of grievance issues; **1981 to present:** Professor Emeritus in Economics, Univ of Wash; **1949 to 1981:** Ass't, Associate and Prof of Economics, Univ of Wash, taught labor econ and industrial relations; **1967 to 1981:** taught health economics, Dept of Health Services, Univ of Wash; **1952-53:** Section Chief, Case Analysis Division, XIII Regional Wage Stabilization Board; **1953-56:** Construction Contractor Coordinator in Labor Relations, AEC, Richland, WA; **1956-1972:** Consultant to Western Insulation Contractors Ass'n, Wash State Health Facilities Ass'n, Seattle Firefighters and Police Officers Guild; **1958-69:** Trustee on welfare and pension plans; **1966-1985:** Director and member various committees, Int'l Fd'n of Employee Benefit Plans; **1973-1980:** Research Scientist, Battelle Memorial Institute, re job-related health insurance, health and welfare funds.

INDUSTRIES:

Aerospace; aluminum, automotive, bakery, beverage, building products, brewery, cement, chemicals, communications, construction, distillery, education, food, foundry, health care, hospital, lumber, metal fabrication, mining, nuclear energy, office workers/clerical, petroleum/petrochemicals, plumbing, police and fire, pulp and paper, restaurants, retail stores, steel, transportation, trucking and storage, utilities, warehousing and others to a lesser extent as airlines, agriculture, banking, broadcasting, furniture, glass, grain mill, hotels, iron, maritime, meatpacking, printing and publishing, prison guard, railroads, and shipbuilding. Extensive experience in education and among public state employees.

ISSUES:

Absenteeism, arbitrability, bargaining unit work, off duty conduct, discipline and discharge, discrimination and sexual harassment, drug/alcohol offenses, fringe benefits, including holidays, insurance, leaves, and vacations, grievance mediation, health hospitalization, job performance, posting

and bidding, layoff and recall, managements rights, past practices, pension and welfare plans, promotion, safety and health, seniority, subcontracting and contracting out, tenure and reappointment, union security, cost of living, wages, pay for holidays, incentive pay, job classifications and rates, overtime, severance and vacation pay, work hours and assignments, working conditions and work orders, violence and or threats of violence, justice and dignity and other issues to a lesser extent, as demotions, hiring practices, pension and retirement claims, strike issues.

PERMANENT PANELS;

Kennecott Utah Copper Corp / USWA and various other unions
Boeing Company (Seattle) / IAM & AW, Machinists Lodge 781
Food Employers, Inc., Portland / IBT, Local 206
US Postal Service / National Postal Mail Handlers Union (Locals 315 and 316)

ARBITRATION ROSTERS:

American Arbitration Association
Public Employee Relations Commission, Washington

PUBLISHED CASES:

Several by BNA and by AAA

SIGNIFICANT PUBLICATIONS:

Over 60 articles, research papers, monographs and reports, and books on labor relations topics and health economics. List available upon request.

FEES:

PER DIEM FEE: \$780.00. **DOCKING FEE:** None **CANCELLATION FEE:** Yes

Arbitration: Hearing Fee: \$780 per day minimum, or \$130 per hour which ever is larger.

Hearing Cancellation Fee: \$780, if notice of hearing cancellation is received five workdays or less before hearing date; \$600 prior to five workdays.

Hearing Postponement Fee: \$600, if notice of postponement is received five work days or less before hearing date, and hearing subsequently held. Cancellation fees apply to all postponements if new hearing date is not set within 15 days following the original hearing date and / or no hearing is held.

Travel and Standby Time: En route and relative to hearings only, at \$100 hourly rate, not to exceed the day rate in any 24-hour period. Travel time outside Seattle Area may be subject to cancellation/postponement fees where two or more hours of flight time one way are required the day before to day after a scheduled hearing.

Research, study and writing time: \$130.00 per hour.

Expenses: Travel at actual air and ground transportation fare; personal auto at 45 cents per mile; first class airfare with three hours or more flight time one way; and reasonable room, meal and miscellaneous expenses. In addition, secretarial, reproduction and postage expenses specific to the decision.

Grievance Mediation: Same fee and expenses schedule applies.

Detailed fee and expenses schedule will be forwarded to parties immediately upon selection.

1957-2004 Arbitrator: (Grievance under labor agreements and other labor disputes). Listed by American Arbitration Association; Federal Mediation and Conciliation Service; Public Employment Relations Commission, Washington State; Employment Relation Board, State of Oregon; and Montana Board of Personnel Appeals. Elected to membership in the National Academy of Arbitrators, 1983.