

# C. ALLEN POOL

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## PRESENT OCCUPATION

Labor Arbitrator/Mediator/Factfinder

## PROFESSIONAL AFFILIATION

National Academy of Arbitrators; AAA; ACR; Calif. State Bar: Labor & Employment Law Section

## ARBITRATION EXPERIENCE

Arbitrator since 1983; Adjunct Professor, Golden Gate University, 1983 to Present; Trainer; OPM Federal Sector CBA Workshops 1994-1995; Trainer, Univ. Hearing Officers & Fact-finders, Univ.of Calif. Davis 1997 & 1999; Mandatory Mediation/Arbitration Calif. ALRB 2008

## INDUSTRIES

Agriculture, Public Sector (Federal, State, County, City, Public Schools, Calif. State University), Federal Sector Grievance; Public Sector Interest Arbitration; Electrical, Furniture, Mining, Lumber, Packaging, Transportation, Electronics, Communication, Metal Fabrication, Hospital-Nursing Home, Health Care, Public Safety (Police & Fire), Beverage, Hotel, Casinos, Resorts, Restaurant, Food Processing, Canning, Chemicals, Building Products, U.S. Postal Service, Warehouse & Trucking, DoDD Overseas Schools ; Pacific Region; Mandatory Mediation/Arbitration Calif. ALRB, Railroad, Office Worker-Clerical, Prison Guard, Petroleum/Petrochemical/Refinery/Univ. of Hawaii

## ISSUES

Absenteeism; Arbitrability; Bargaining Unit Work; Discipline (Non-Discharge); Discipline (Discharge); Drug/Alcohol Offenses; FLMA; Fringe Benefits (Holidays, Leave); Health/Hospitalization; Job Performance; Job Posting/Bidding; Layoff/Bumping/Recall; Management Rights; Past Practices; Pension & Welfare Plans; Safety/Health Conditions; Seniority; Sexual Harassment; Subcontracting/Contracting Out; Union Security; Wages (Cost of Living, Holiday Pay, Overtime Pay, Vacation Pay); Interest Arbitration; Work Hours/Schedules/Assignments; Violence/Threats; Interest Arbitration; Trustee Deadlock; Incentive Pay; Job Classification & Rates

## PERMANENT PANELS

County of Santa Clara, California Dept. of Personnel Administration, New Mexico UFCW Local 1564 & Smith's Food & Drug Stores; Oakland Unified School District; Southern Calif. Edison & IBEW ;

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## **ARBITRATION ROSTER(S)**

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California SMCS, FMCS, NMB, American Arbitration Association, California Public Employment Relations Board, Montana ERB, Washington PERC, Hawaii LRB

### **PUBLISHED CASES**

BNA; 126 LA 716 MV Transit & Transit Union 1225; 125 LA 660 State of Calif. & SEIU1000; 124 LA 1496 Dept of Corrections & CCPOA; 122 LA 1347 Great Falls Trans. Dist & IBT No. 2; 121 LA 513 Sunkist Growers & IBT Local 517; 121 City of LA & LAPP; 121 LA 65 City of Modesto & MCE; 120 LA 337 Co. of Shasta & Shasta Co. Deputy Sheriffs; Assoc.; 119 LA 443 Superior Court & San Bernardino Public Employees Assoc.; 118 LA 1333 Merced UHSD & CSEA; 118 LA 905 Arroyo Grande Mushroom Farms & UFCW Local 1036; 118 LA 1021 Oakland USD & OEA.; 118 LA 1333 Merced Union HSD & CSEA; 117 LA 107 Luce & Son Co., and IBT Local 533, 116 LA 44 Alta Calif. Regional Center & SEIU 535, 115 LA 164 City of Portland & Portland Police Assoc.; 109 LA 873 State of Hawaii & SHOPO

### **PER DIEM FEE**

\$2400.00

### **DOCKET FEE**

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### **CANCEL FEE**

\$2,400.00 for each scheduled hearing day if canceled or postponed within 20 working days.

### **GRIEVANCE ARBITRATION**

\$2400.00

### **CANCELLATION POLICY**

\$2,400.00 for each scheduled hearing day if canceled or postponed within 20 working days.

### **INT ARBT, FACT FND & LABOR MED**

Interest Arbitration:\$2,400.00 per diem, Mediation \$500 per hour

### **TRAVEL TIME**

One per diem if travel time is greater 4 hours

### **EXPENSES**

The Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, and lodging. Automobile mileage is charged at the applicable IRS expense rate.

