CARL C. BOSLAND, ESQ. **FMCS-3849**

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Present Occupation: Arbitrator, Mediator, Fact Finder, and FMLA Consultant

Primary Business Address:
1390 Ash Street
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Second Business Address:
6 Blossom Drive
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PERMANENT ARBITRATION PANEL MEMBERSHPS:

U.S. Postal Service/American Postal Workers Union, Expedited & Regional, Mid-America, Central Plains Internal Revenue Service/National Treasury Employees Union, Arizona, Colorado, Montana, Nevada, New Mexico, and Utah

ARBITRATION ROSTERS

Federal Mediation and Conciliation Service
California Mediation & Conciliation Service
Los Angeles Employee Relations Board
Nebraska Industrial Relations Commission
Idaho Department of Commerce & Labor
Oregon Employment Relations Board
Montana Board of Personnel Appeals
Alaska Labor Relations Agency
Kansas Public Employee Relations Board
DC Public Employee Relations Board
Nevada Local Government Employee-Management Relations Board

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2002-Present: Arbitrator, mediator, fact finder. Arbitrate/mediate public (federal, state, city) and private sector labor/employment cases. Issued 80+ written decisions in the past 3 years. **1999 to 2002**: Deputy Managing Counsel, U.S. Postal Service Law Department, Western Area, managed full-service legal office and served as the principal labor and employment counsel to senior management in 22-state area, covering 118,000 employees in multiple bargaining units located in 8300 facilities. Lead attorney/manager of national EEO class action team in several large administrative employment discrimination cases. Member, Practice and Procedure Committee, NLRB Region 27. **1991 to 1999**, labor/employment law attorney, U.S. Postal Service, Northeast and Western Areas, responsible for representing the agency in NLRB, EEO, MSPB, OSHA, and federal district court cases. Served as Manager of national MSPB Task Force defending agency in thousands of adverse action appeals arising out of national reorganization. **1986-1991**, associate in private sector New Jersey law firms responsible for counsel and representation of individuals and employers in labor and employment law matters.

INDUSTRIES:

Federal sector; U.S. Postal Service; civilian military; construction; corrections; city services; health care; custodial; airport operations; zoo operations; clerical; transportation; retail supermarkets; manufacturing; mining; and commercial food industries.

ISSUES:

Absenteeism; Arbitrability; Bargaining Unit Work; Conduct (Off-Duty)/Personal; Contract disputes; Demotion; Discipline (Non-Discharge); Discipline (Discharge); Age Discrimination; Disability/Reasonable Accommodation; Race Discrimination; National Origin Discrimination, Religious Discrimination; Sex Discrimination; Retaliation/Reprisal; Drug/Alcohol Offenses; Due Process; Just Cause; Family and Medical Leave Issues; Leave; Vacation; Hiring Practices; Job Performance; Job Posting/Bidding; Jurisdictional Disputes; Management Rights; Official Time; Past Practices; Pay Issues; Promotion; Safety/Health

Conditions; Schedule Changes; Seniority; Sexual Harassment; Subcontracting/Contracting Out; Union Security.

EDUCATION

LL.M. Labor Law New York University 1990
Recipient, Seymour Goldstein Memorial Prize for Academic Excellence in Labor Relations
J.D. Law Fordham University 1986
B.A. Political Science Hobart College 1983

CERTIFICATIONS & LICENSES

Conflict Resolution University of Utah 1999
Recipient, Outstanding Mediator Award of the Class of 1999; *Negotiari Cum Vis* (Power Negotiator) Award
Law New York 1991
Law New Jersey 1986

SIGNIFICANT PUBLICATIONS

A Federal Sector Guide to the Family and Medical Leave Act & Related Litigation (Dewey Publications, Inc. 2003) & 2005 Supplement (Dewey Publications, Inc. 2005)
A School Administrator's Guide to the Family and Medical Leave Act (Rowman & Littlefield, Fall 2006)
Certified FMLA Violation, The Federal HR Edge (FPMI Solutions, Sept. 2004 Vol. 15, No. 9)
What You Don't Know Can Get You Sued, Government Executive (April 1, 2004)
Beware the Four-Headed Hydra: The Family and Medical Leave Act in the Federal Sector, SFLERP Reporter, Vol. 2004 No. 1 (March 2004)
'End Run' Bargaining, New Jersey Lawyer, No. 137 (Nov./Dec. 1990)

PROFESSIONAL AFFILIATIONS

Labor and Employee Relations Association SHRM
Association for Conflict Resolution American Bar Association
New York Bar Association New Jersey Bar Association
Society of Federal Labor and Employee Relations Professionals
International Public Management Association for Human Resources

FEES:

PER DIEM FEE: $880 **CANCELLATION FEE**: (See Below)
Grievance Arbitration: The fee is $880 per day for hearing, and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated. **Fact-finding, Mediation, Employment Arbitration Per Diem:** $ 1200. **Expenses**: Arbitrator charges the actual cost of reasonable expenses, including coach airfare, car rental or taxi, food, lodging, parking, and tolls. Automobile mileage is charged at the applicable IRS expense rate. Arbitrator may charge actual expenses for unusual copying, phone, mail and other clerical services, as needed.

Cancellation Policy: Cancellation/continuation of scheduled hearing with less than thirty (30) days notice will incur the per diem fee for each day of hearing if another matter cannot be set in its place. Hearings scheduled for three or more days require notice of cancellation of at least 60 days to avoid a cancellation fee. Cancellation may also include any fees incurred for canceled flights or hotel rooms.

Travel Time: Arbitrator charges ½ day per diem fee for any portion of travel up to 4 hours, and a full day per diem where travel time exceeds 4 hours. Travel per diem is not charged on a hearing day. **Travel is calculated from my nearest office.**