

PAUL CHAPDELAINE
18811 Leisure Place Drive
Humble, TX 77346
Phone: 281-794-2255

Present Occupation: Arbitrator and Mediator

Education:

BS Magna Cum Laude	Business/Management	Northeastern Oklahoma State University, 1990
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Cert. of Accomplishment	Becoming a Labor Arb.	Federal Mediation & Conciliation Service, 2007
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Certifications:

Mediator	Texas	1996
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Arbitration/Labor Relations Experience:

2005 – Present: Arbitrator/mediator. Currently serving as an arbitrator on the USPS/APWU panel and on American Airlines' neutral hearing officer panel. Application for FMCS arbitrator panel pending. Also currently assisting highly experienced labor arbitrator in all phases of arbitration process with direct experience in more than 25 labor cases. (see industries and issues below)

2001 to 2004: Served as Senior Contract Administrator for the Air Line Pilots Association where I participated in negotiations of airline pilot contracts involving 4,500 Continental Airlines pilots. Also represented pilots during disciplinary investigations and grievance hearings.

1996 to 2001: Served as Director of Labor Relations for the Independent Association of Continental Pilots reporting directly to the Union President. Represented pilots at disciplinary investigations, grievance hearings and arbitration. Also responsible for administration of all Union elections and referendum ballots, administration over professional and clerical office staff and overall management of national union office.

1990 to 1996: Served as Employee Relations Counsel for American Airlines. Responsible for negotiation and application of contracts involving more than 40,000 ground employees and flight crew members. Also represented Company as advocate during arbitration and grievance hearings. Neutral member of tripartite System Board and Company/Union sick leave harassment panel. Also conducted labor relations, investigation and arbitration training for new labor relations advocates.

INDUSTRIES: (As arbitrator, mediator, advocate and arbitrator assistant)

Airlines, Post Office, police and fire.

ISSUES: (As arbitrator, advocate and arbitrator assistant)

Absenteeism; Arbitrability; Bargaining Unit Work; Conduct (Off-Duty)/Personal;
Demotion; Discipline (Non-Discharge); Discipline (Discharge); Drug/Alcohol Offenses;
Bonus; Holidays; Insurance; Leave; Vacation; Grievance Mediation; Job Performance;
Pension and Welfare Plans; Promotion; Retirement; Safety/Health Conditions; Seniority;
Sexual Harassment; Work Stoppages; Slowdowns; Subcontracting/Contracting Out;
Union Security; Holiday Pay; Incentive Pay; Job Classification; Overtime Work/Pay;
Field Work.