

PAUL CHAPDELAINÉ
Arbitrator and Mediator

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PROFESSIONAL AFFILIATIONS:

National Association of Railroad Referees
Federal Mediation and Conciliation Service

National Mediation Board

EDUCATION:

BS (Magna cum Laude) Business/Mgmt.	Northeastern Oklahoma State University	- 1990
Northwestern University	Alternative Dispute Resolution/Mediation	- 1995
The Resolution Group	Alternative Dispute Resolution/Mediation	- 1996
National Mediation Board	Dispute Mediation/Int. Based Bargaining	- 2003
Federal Mediation & Conciliation Service	Labor Arbitration Workshop	- 2007
National Academy of Arbitrators	Arbitrator Training Workshop	- 2008

CONTINUING EDUCATION

Annual National Academy of Arbitrators Educational Seminars
Annual Federal Mediation and Conciliation Service Educational Seminars

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2005 – Present: Arbitrator/Mediator. Arbitrate labor disputes (see industries and issues below) for FMCS, NMB, NARR, and Permanent Panels. (see panels below)

Permanent Panels

American Airlines/Non-Management & Salaried Employees, U.S. Postal Service/American Postal Workers Union, Union Pacific Railroad/United Transportation Union, Burlington Northern Santa Fe Railway/American Train Dispatchers Association.

2001 to 2004: Senior Contract Administrator, Air Line Pilots Association. Represented pilots at grievance investigations/hearings. Participated in Interest Based Bargaining and negotiation of airline pilot contracts.

1996 to 2001: Director of Labor Relations, Independent Association of Continental Pilots. Represented pilots at grievance investigations/hearings. Responsible for administration of all Union elections and referendum ballots, administration and dispute resolution of professional and clerical office staff and overall direction and management of national union office.

1990 to 1996: Employee Relations Counsel, American Airlines. Represented Company at grievance investigations/hearings. Employee representative at non-union employee grievance/mediation panels. Neutral member of tripartite System Board and Company/Union sick leave mediation panel. Conducted labor relations, investigation, mediation and arbitration training for new labor relations advocates. Also responsible for negotiation and application of Collective Bargaining Agreements involving more than 40,000 ground employees and flight crew members.

1984 to 1990: Labor Relations Representative, American Airlines Maintenance and Engineering Center, Tulsa, Oklahoma. Represented Company in day-to-day interaction with local union

officers. Also conducted labor relations, investigation, mediation and arbitration training for Company supervisors and served as employee representative on non-union employee grievance/mediation panel. Responsible for administration and application of various Transport Workers Union Collective Bargaining Agreements and Company Regulations for all local TWU represented mechanics, stock clerks and ramp workers.

INDUSTRIES:

Aerospace, Airlines, Chemicals, Food/Grocery, Grain/Mill, Office/Clerical Workers, Petroleum, Post Office, Railroad, Refrigeration/HVAC, Retail Stores, Police and Fire.

ISSUES:

Affirmative Action, Absenteeism; Arbitrability; Bargaining Unit Work; Bonus; Chronic Illness; Conduct (Off-Duty)/Personal; Demotion; Disability, Discipline (Non-Discharge); Discipline (Discharge); Disparate Treatment; Drug/Alcohol Offenses; Discrimination; EAP, Field Work; Fighting; Firearms; FMLA, Grievance Mediation; Hate-Related Misconduct; Health/Hospitalization; Holidays; Holiday Pay; Incentive Pay; Insurance; Job Classification; Job Performance; Leave; Overtime Work/Pay; Pension and Welfare Plans; Promotion; Retirement; Safety/Health Conditions; Scope; Seniority; Sexual Harassment; Slowdowns; Subcontracting/Contracting Out; Tardiness; Union Security; Vacation; Work Performance; Work Stoppages.

ARBITRATION ROSTERS

National Mediation Board
Federal Mediation and Conciliation Service
National Association of Railroad Referees