

R. DOUGLAS COLLINS

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RÉSUMÉ

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RELEVANT EXPERIENCE

- 1978 to present: Private practice as an arbitrator, mediator, fact finder, and hearing officer in the resolution of labor-management disputes in the public and private sectors.
- 1972 to 2000: Executive Director, Los Angeles City Employee Relations Board. Administrative head of neutral agency responsible for resolving disputes between the City of Los Angeles and unions of its employees. Areas of responsibility included representation issues, arbitration, mediation, fact finding, unfair labor practice charges, budget, personnel, supervision of staff, and general administration.
- 1982 to 1990: Instructor for UCLA Extension and for the Los Angeles Community College District's Labor Center, teaching courses in public sector labor-management relations.

EDUCATION

- Occidental College, Los Angeles, California; Bachelor of Arts, Political Science, 1968
- UCLA Institute of Industrial Relations; Certificate, Public Sector Labor Relations, 1974

PROFESSIONAL AFFILIATIONS

- National Academy of Arbitrators; Member, 1989 – Present; Board of Governors, 2001 – 2004 • Association of Labor Relations Agencies; President, 1991 – 1992 • UCLA Institute of Industrial Relations Association; President, 1989 – 1991
- Industrial Relations Research Association; Chapter Board of Directors, 1986 – 1990.

AGENCY PANELS

- American Arbitration Association • California Public Employment Relations Board • California State Mediation and Conciliation Service • Federal Mediation and Conciliation Service • Los Angeles City Employee Relations Board
- National Mediation Board • Nevada Local Government Employee-Management Relations Board • Nevada State Labor Commissioner • Oregon Public Employment Relations Board • Washington Public Employment Relations Commission

PERMANENT ARBITRATION PANELS

- AHMC Healthcare Incorporated & Service Employees International Union/United Healthcare Workers – West • Alliance of Motion Picture and Television Producers & Directors Guild of America • Alliance of Motion Picture and Television Producers & Writers Guild of America, West • AT&T & Communications Workers of America • California State University & California Faculty Association • California State University & California State University Employees Union • California State University & Academic Professionals of California (Sole Permanent Umpire) • California State University & United Automobile Workers • California Teachers Association & California Associate Staff • California Teachers Association & California Staff Organization • City of Beverly Hills & Management and Professional Employees Association • City of Beverly Hills & Municipal Employees Association • City of Costa Mesa & Costa Mesa City Employees Association • City of Costa Mesa & Costa Mesa Police Association • City of Hermosa Beach Civil Service Board (Member) • City of Torrance & Torrance Police Officers Association • City of North Las Vegas & Teamsters • Community and Mission Hospital & Service Employees International Union/United Healthcare Workers – West • Coca Cola Bottling Company of San Diego & Teamsters • County of Riverside & Laborers International Union of North America • County of Riverside & Riverside Sheriff's Association • County of Riverside & Service Employees International Union • County of Yolo & Yolo County Deputy Sheriff's Association • Disneyland Resort & UNITE HERE • Integrated Healthcare Holdings & Service Employees International Union/United Healthcare Workers – West • Kaiser Permanente & Service Employees International Union • Kaiser Permanente & Office and Professional Employees International Union • KCOP Television & International Alliance of Theatrical and Stage Employees • Los Angeles Area Race Tracks & International Brotherhood of Teamsters • Los Angeles County Metropolitan Transit Authority & Amalgamated Transit Union • Los Angeles Unified School District & Los Angeles School Police Association • Olympia Medical Center & Service Employees International Union/United Healthcare Workers – West • National Electrical Contractors Association & International Brotherhood of Electrical Workers • National Fire Sprinkler Association & Sprinkler Fitters • NBC Universal & National Association of Broadcast Employees and Technicians • Pepsi Cola Bottling Company of San Diego & Teamsters • Raytheon & Electronic and Space Technicians • Rexam & United Steelworkers of America • Rio Tinto Minerals, U.S. Borax & International Longshore and

Warehouse Union • San Diego Gas and Electric & International Brotherhood of Electrical Workers • Santa Clara County Transit District & Amalgamated Transit Union • Southern California Edison & International Brotherhood of Electrical Workers • Southern California Gas & Utility Workers Union of America • State of California & California Correctional Peace Officers Association • State of California & California State Employees Association • State of California & International Union of Operating Engineers • Sysco Food Services of Los Angeles & Teamsters • Tenet Healthcare Systems & American Federation of State, County and Municipal Employees • Tenet Healthcare Systems & Service Employees International Union/United Healthcare Workers – West • United States Navy, San Diego, & American Federation of Government Employees • University of California, Los Angeles, & International Union of Operating Engineers • University of California & American Federation of State, County and Municipal Employees • University of California & American Federation of Teachers • University of California & Federated University Police Officers Association • University of California & United Auto Workers • University of California & University Professional and Technical Employees • Verizon California & Communications Workers of America • Walt Disney Enterprises & UNITE HERE • Walt Disney Enterprises & Office and Professional Employees International Union • Various Others.

(Please note that "permanent" panels frequently change without notice to the arbitrators.)

STANDARD FEE SCHEDULE

Applicable to Matters Heard After January 1, 2008

- Per Diem Fee:** Grievance Arbitration, Grievance Mediation, Disciplinary Appeals: \$1,600 for each day of hearing, study and award preparation, and travel;
- Interest Mediation, Fact Finding, Interest Arbitration, Boards of Inquiry: \$2,400 for each day of hearing, study and award preparation, and travel;
- Full per diem fee charged for each hearing day; fee prorated for partial days of study and travel.
- Cancellation:** A full per diem fee will be charged for each day reserved for hearing and travel if the hearing is canceled or postponed by any party for any reason less than 30 calendar days prior to each date reserved (travel dates prorated). If more than two days are reserved, an additional week's notice of cancellation or postponement will be required for each such additional day, to a maximum of 60 calendar days' advance notice.
- Travel:** No travel expenses will be charged in the greater Los Angeles area except when overnight lodging is appropriate and in other unusual circumstances. Otherwise, all actual expenses will be billed to the parties, including: air fare (lowest unrestricted fare available for convenient flights at time of purchase, in coach class for flights of less than 3 hours, and in business class or first class for longer flights); car rental; cab fare; mileage @ 75¢ per mile for use of my personal vehicle; tolls; parking (including airport parking); lodging; and any cancellation fees or change fees charged by airlines, hotels, rental car companies, etc. Meals are not charged to parties.
- Travel Time:** Travel on scheduled hearing dates exceeding three hours one way may be charged on a prorated per diem basis. Necessary travel on days other than hearing dates (e.g., due to location or starting time) will be billed on a prorated per diem basis; days reserved for travel are subject to cancellation fees as noted above.
- Clerical Fee:** A clerical fee will be charged based on the length of any written opinion or award @ \$12.00 per page, which includes the typing of drafts and the final copy of the award, photocopying, postage, and related items; additional clerical fees may be charged in unusual circumstances.
- Other:** Other necessary expenses may be billed to the parties.
- Invoices:** A final invoice will be issued with my decision or following the late cancellation or postponement of a scheduled hearing date. Interim invoices may be issued at my discretion after each day of hearing or after the late cancellation or postponement of any scheduled hearing date.
- Prepayment:** Advance payment is required if an individual is personally responsible for payment of any portion of these fees; in such cases, each party will be required to pay its respective share of all estimated fees and expenses at least 30 and up to 60 days prior to the commencement of the hearing; any excess payment will be refunded at the conclusion of the proceeding.
- Interest:** Simple interest at 1½ percent per month (18 percent per annum) may be added to any account that remains unpaid for more than 30 days after issuance of any invoice.
- Liability:** All fees and expenses charged in accordance with this schedule will be split evenly between the parties unless controlling legislation or the parties' agreement provides otherwise (e.g., employer pays, loser pays, etc.); however, if any party fails or refuses to pay its share in accordance with such provision(s), both parties will be held jointly and severally liable for all fees and expenses.
- Acceptance:** Unless I agree in writing to terms different from those outlined herein, the utilization of my services constitutes a party's acceptance of these terms regardless of the provisions of any agreement between the parties.