

Alonzo M. Fields, Jr.
4442 39th Avenue
Oakland, California 94619
(510) 530-2407

OCCUPATION: Arbitrator / Factfinder / Mediator

EDUCATION: B.S. Industrial Relations, University of San Francisco
MBA, Golden Gate University.

LABOR

PANELS: American Arbitration Association
California State Mediation and Conciliation Service
California State Public Employment Relations Board
California Youth Authority
Federal Mediation and Conciliation Service

EXPERIENCE

AS A NEUTRAL: Involved in 3rd party disputes since 1982 having been selected to hear and decide a variety of disputes in both the private and public sectors. Among them: School Districts; Federal, State and County agencies, Law Enforcement; Public Transportation including Bay Area Rapid Transit and San Francisco Municipal Railway; Military Installations, and the Pacific Coast Maritime Industry.

Master Arbitrator in NLRB Dispute Settlement overseeing longshore registration in the Port of Sacramento.

Factfinder - Lawrence Berkeley Laboratory (1994)

Lecturer - George Meany Center for Labor Studies (1991)

Lecturer - Advocacy Training Sponsored by the American Federation of Government Employees (1991)

Lecturer - Advocacy Training Sponsored by the American Arbitration Association for Greyhound Corporation (1990)

**Mediator - Court Ordered Consent Decree Involving
Children Hospital (1986-88)**

ISSUES

ARBITRATED: Contract Terms, Promotions, Job Classification, Safety, Drugs/Alcohol, Vacations, Discipline/Discharge, Holiday Pay Differential, Rates of Pay, Sick Leave, Management Rights, Arbitrability, Seniority, Sexual Harassment and Discrimination,

**PUBLICATION
OF AWARDS:**

Labor Relations Reports (Bureau of National Affairs);
Labor Arbitration Awards (Commerce Clearing House)

GENERAL

EXPERIENCE:

**Bay Area Rapid Transit District
Oakland, California (6/91 - 9/92)**
Consultant. Responsible for conducting formal and informal hearings; interacting with outside enforcement agencies; providing supervisors and managers with EEO assistance and advice; developing statistical data for submission of written reports.

**Bay Area Rapid Transit District
Oakland, California (2/90 - 1/91)** Consultant.
Responsible for investigating, analyzing and adjudicating employee grievances; advising and assisting managers and supervisors in interpreting and administering collective bargaining agreements; conducting problem intervention and disciplinary counseling; preparing and advocating issues for arbitration.

**East Oakland Youth Development Center
Oakland, California (6/82 - 2/90)** Consultant.
Responsible for administering JTPA agreements; recruiting, selecting and counseling youth for employment opportunities; developing worksites and negotiating worksite agreements; job placement and work assignments; problem intervention and overseeing enforcement of Child Labor Laws.

**Oakland Unified School District
Oakland, California (9/79 - 6/82)** Substitute Teacher in
Elementary, Middle and High Schools.

Pacific Maritime Association

San Francisco, California (4/66 - 4/79) Labor Relations Administrator/Assistant Manager. Responsible for investigating; analyzing and adjudicating grievances; determining jurisdictional issues; processing workers compensation and unemployment insurance claims; handling EEO issues; resolving health and safety issues.

REFERENCES: Upon request.