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College of Business Administration
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CURRENT ACADEMIC POSITION

Professor of Law, College of Business Administration, California State University, Sacramento

PRIOR ACADEMIC POSITIONS

Part-time Instructor, California State University, Sacramento
Instructor - Humboldt State University Extension (Peace Officers Standards Training)

As an instructor for P.O.S.T. through Humboldt State, I taught labor relations, labor law, arbitration, administrative procedures and employment law to peace officers of the rank of lieutenant and higher.

Instructor - University of California, Davis, Extension Program

At UC Davis, I was an instructor in several hearing officer seminars. I taught non-lawyer, government hearing officers how to preside over hearings, rule on objections, handle evidence, judge the credibility of witnesses, evaluate the probative value of evidence, make a decision and write a justification for the decision. I also dwelled extensively on ethical issues commonly confronted by hearing officers.

EDUCATION

Master of Laws, Georgetown University Law
Center at Washington, D.C.
Juris Doctor, University of San Diego School of
Law at San Diego, California

Master of Science, Industrial Relations, Loyola
University at Chicago, Illinois
Bachelor of Science in Economics, University of
Illinois at Urbana-Champaign, Illinois

LICENSURE & CERTIFICATIONS

Law, State of California
Law, District of Columbia
Law, State of Illinois (inactive status)
Notary Public, State of California (Commission expires July 28, 2015)

ACADEMIC EXPERIENCE AND ACTIVITIES

As a faculty member in the CSUS College of Business Administration (CBA), I teach or have taught the following courses:

Business Law (OBE 18)
Legal Environment of Business (MGMT 101) (SacCT
and long distance learning)
Business Law for Accountants I (OBE 119A)
Business Law for Accountants II (OBE119B)
Conflict Management and Negotiation (HROB 155)
Industrial Relations (HROB 157)
Labor and Employment Law (OBE 158)

Legal Environment of Management (MBA 203)
Seminar on Negotiation and Alternative Dispute
Resolution (MBA 232)
Personnel Management (MBA 231)
Industrial Relations (MBA 234)
Tutorials (HROB 199)
Master's Thesis Advisor
Graduate Internship Supervisor

TEACHING INTERESTS

Industrial Relations, Law, Negotiation and Alternative Dispute Resolution

AWARDS AND HONORS

Phi Kappa Phi
ASI Student First Award (2010)

SERVICE

I serve or have served on the following Committees:

CSUS Part-Time Faculty Committee
Library Liaison
Ad Hoc Pre-Law Advisor
External Affairs Subcommittee of Ad Hoc Committee on CBA's Strategic Plan
California State University, Sacramento-RCE Labor-Management Relations Committee (Chair 1986 - 1989)
University ADR Committee
Faculty Task Force (Chair 1997)
Accreditation Task Force
Administrative Committee
Continuous Improvement Committee
Faculty Accreditation Steering Committee
Faculty Council (Chair 1996-1998; 2008 - 2012)
Management and OBE RTP Committee
CBA Secondary ARTP Committee (Chair 2004-2005)
Academic Qualifications Transition Plan Committee (Chair 1998 - 2000)
OBE Periodic Evaluation of Tenured Faculty Committee (Chair 2000 - 2001; 2003-2005)
OBE Assessments Committee
Dean Search Committee (Chair 1998)
Associate Dean Search Committee
Faculty Merit Increase Committee
OBE Hiring Committees
Faculty Development Committee (Chair 2003)
CBA ARTP Policy Committee (Chair 2005)
Student Awards Banquet Emcee and Presenter
CBA Strategic Planning Task Force
MGMT Part-Time Faculty Evaluation Committee (Chair 2006-2009)
University ARTP Policy Committee
University Appellate Council
Undergraduate Programs Committee
CBA Administrative Committee
Management Area Primary Committee
University Grade Appeals Panel
Academic Standards Policy Committee

I served as Chair of the Labor-Management Relations Committee of the California State University, Sacramento Regional and Continuing Education (RCE) for three years. The Committee consisted of noted academicians and professionals. We held an annual Labor-Management Relation Conference which was well attended by students, labor representatives, management personnel, neutrals and others.

PROFESSIONAL EXPERIENCE

ARBITRATOR, MEDIATOR & FACTFINDER

2001 H Street
 Sacramento, CA 95811
 Telephone: (916) 446-9048
 Facsimile: (916) 446-6963
 e-mail: laroccoj@laroccoarb.net

Arbitrator/Mediator/Factfinder practicing nationwide with home base in Northern California. (1980 – Present)
 Attorney – Private Practice – Chicago, Illinois (1977-1980)

Arbitrator on the arbitration panels maintained by the American Arbitration Association, Federal Mediation and Conciliation Service, National Mediation Board, California State Mediation and Conciliation Service. Member, National Academy of Arbitrators.

As an arbitrator since 1980, I have heard approximately 3,000 cases involving many different issues and parties. Extensive experience in interest arbitration, mediation, grievance mediation and factfinding in both private and public sectors. Arbitration experience of employee benefits and pension plans. Arbitration experience in the public sector, including federal, state and local governments, as well as law enforcement agencies, fire districts, school districts, University of California, community college districts, special districts, public transportation, national parks and, in the following industries:

Education	Airlines	Construction
Health Care/Hospital	Electronics	Agriculture
Household Products	Lumber	Canning
Chemical	Railroads	Warehousing
Steel	Food/Grocery	Wine
Trucking	Paper	Retail
Communications	Maritime	Manufacturing
Public Utility	Restaurant/Hotel/Casino	Entertainment
Transportation	Automobile	Professional Services

Served as sole and permanent arbitrator for:

TCU and NRLC (Joint National Salary Board)
 TCU and BN (Appendix K Board)
 BMW and NCCC (Job Stabilization Agreement)

Serving on or have served on the permanent panel of arbitrators for:

CWU and Hotels/Casinos	YCCO and Yolo County
AFGE and McClellan	Probation Officers and County of Sacramento
IAM, IBT, AMFA and ALPA and NWA	IWA and Champion International
IAM, ALPA, AFA, AMFA and Alaska Air	IBT & SJUSD
AFGE and GSA;	IBT and Milk Manufacturers
Clark County and County Employees	ALPA and FedEx; Delta; CAL; ASE; AE; U.S.
CSEA and Grant JUHSD	Air; AS; Mesa; Aloha; and Sun

APA and AA	IAM, AMFA and UAL
SCPOA and Sacramento	Newspaper Guild / Publishers (SF)
IBT and ABX	IAM and AS
IBT and America West; and CAL	National Railroad Adjustment Board (Referee)
Hearing Officer for Sacramento County Civil Service Commission	Many others, plus hundreds of ad hoc arbitrations
Hearing Officer for Sacramento County Employees' Retirement System	

Appointed by President Ronald Reagan to serve on three-person Presidential Emergency Board (No. 211) to recommend settlement of threatened national railway strike and based on the Board's recommendations, the parties reached a resolution averting a strike. Report of Presidential Emergency Board No. 211 published by U. S. Government. (1986)

Many of my arbitration opinions are published. See for example: 87 Lab. Arb. Rep. 1279 (BNA; 1986); 90 Lab. Arb. Rep. 1273 (BNA; 1988) and 92 Lab. Arb. Rep. 168 (BNA; 1989); 108 Lab. Arb. Rep. 959 (BNA 1997); 108 Lab. Arb. Rep. 1039 (BNA; 1997).

Member of Editorial Board, *Journal of Collective Negotiations in the Public Sector*, Baywood Publishing Company (1998 - 2008).

PROFESSIONAL AFFILIATIONS

National Academy of Arbitrators
 American Bar Association and its Labor and Employment Law Section
 United States Supreme Court Bar Association
 State Bar of California and its Labor and Employment Law Section
 District of Columbia Bar Association
 National Association of Railroad Referees
 Ninth Circuit Court of Appeals Bar
 Seventh Circuit Court of Appeals Bar
 United States District Court Bars for the Eastern, Northern and Southern Districts of California and the Northern District of Illinois
 Sacramento County Bar Association
 Labor and Employment Law Section; Sacramento County Bar Association (Chair, 1995-1996); Program Chair (1994-1995); Newsletter Editor (1996-1998)
 The International Society for Labor Law and Social Security, U.S. National Branch
 Labor and Employment Research Association
 Industrial Relations Association of Northern California
 Italian-American Attorneys Association of Superior California (President 1983-84)
 Academy of Legal Studies in Business
 Georgetown Law Center Alumni Association
 University of Illinois Alumni Association
 University of San Diego Law Alumni Association
 Loyola University of Chicago Alumni Association
 National Notary Association

Phi Kappa Phi
Delta Sigma Pi

PROFESSIONAL PRESENTATIONS AND SPEECHES

Research Interests: Arbitration; Mediation; Negotiation; Labor Relations; Constitutional Due Process

Following are some of my speeches and professional presentations:

- 1980 *The Law and Collective Bargaining in Professional Sports*, Loyola University of Chicago, Institute of Labor and Industrial Relations, Chicago, Illinois. [Masters Thesis]
- 1982 *Appellate Arbitration*, Southern Pacific Transportation Company, San Francisco, California.
- 1983 *Insubordination - What Is It and How to Defend Employees Charged With It*, Convention of Brotherhood of Maintenance of Way Employees, Reno, Nevada.
- 1984 *How to Prepare and Handle an Employee Disciplinary Case*, Convention of the International Brotherhood of Firemen and Oilers, Las Vegas, Nevada.
- 1986 *How to Present a Case to an Arbitrator*, National Railway Labor Conference, Denver, Colorado.
- 1986 *Reminiscing About Serving on a Presidential Emergency Board*, California State University, OBE Department Retreat, Sacramento, California.
- 1988 *Drug and Alcohol Testing in the Workplace*, Convention of Brotherhood of Maintenance of Way Employees, Reno, Nevada.
- 1988 *Gathering Evidence to Defend an Employee Charged With Misconduct*, Convention of Transportation-Communications Union, Malibu, California.
- 1988 *Burden of Proof in Arbitration*, Sacramento County Bar Association, Sacramento, California.
- 1989 *Constitutional Issues of Employee Drug Testing*, Seminar By Transportation-Communications Union, Nashville, Tennessee.
- 1989 *How Arbitrator's Decide Cases*, Industrial Relations Research Association of Northern California, Sacramento, California.
- 1991 *Arbitrating Employment Discrimination Disputes After Gilmer*, Sacramento County Bar Association, Sacramento, California.

- 1991 *Resolving Conflicts in Testimony by Evaluating the Credibility of Witnesses*, Meeting of California Department of Food and Agriculture, Monterey, California.
- 1993 *Employee Drug and Alcohol Testing*, National Railway Labor Conference, Atlanta, Georgia and San Diego, California and Chicago, Illinois.
- 1993 *Sexual Harassment in the Workplace*, State of California Data Processing Division, Sacramento, California.
- 1993 *Electromotion: Boon or Bane to Employee Participation Programs?* Western Academy of Legal Studies in Business, Monterey, California.
- 1993 *What Should Congress Do About Electromotion?* Academy of Legal Studies in Business, Colorado Springs, Colorado.
- 1993 Panel Member of *ADR and Employment Discrimination Claims* at 1993 Annual Meeting of Academy For Legal Studies in Business, Colorado Springs, Colorado.
- 1993 *Evidentiary Objections*, American Arbitration Association, San Francisco, California.
- 1994 *Employee Drug and Alcohol Testing*, National Railway Labor Conference, San Diego, California.
- 1994 *How To Be A Hearing Officer*, Seminars for State of California - Department of Motor Vehicles, Sacramento, California.
- 1994 *More Ethical Issues for Labor Arbitrators: Engaging in Exhibit Parte Communications and Fraternizing With the Parties*, Poster Session, Industrial Relations Research Association, Boston, Massachusetts.
- 1994 *Reforming Baseball Salary Arbitration*, National Academy of Arbitrators, Minneapolis, Minnesota.
- 1994 *Handling Claims on the Railroads and With Other Companies Having Similar Grievance Systems*, Convention of International Firemen & Oilers, Las Vegas, Nevada.
- 1994 Moderator for the Sexual Harassment Seminar before the Sacramento Central Labor Council, Sacramento, California.
- 1995 *Techniques For Teaching in Extension Programs*, Panel Discussant at California State University, Sacramento-RCE Seminar, Sacramento, California.
- 1995 *Employee Drug and Alcohol Testing - An Arbitrator's View*, National Railway Labor Conference, San Diego, California.
- 1995 *Employee Protective Agreements*, Annual Meeting of the National Association of Railroad Referees, September 15, 1995 at Chicago, Illinois.

- 1995 *How Can Law Firms Protect Themselves From Sexual Harassment Allegations?* Private Seminar (Law Firm) Sacramento, California.
- 1995 Opening Remarks - *The Road Ahead Under the National Labor Relations Act*, Ninth Annual Joint Seminar of the Labor and Employment Section of the Sacramento County Bar Association and the Industrial Relations Association of Northern California, Sacramento, California.
- 1996 *New Developments in Employee Drug and Alcohol Testing, An Arbitrator's Perspective*, National Railway Labor Conference, San Diego, California.
- 1997 *Update of Developments in Employee Drug and Alcohol Testing, An Arbitrator's Perspective*, National Railway Labor Conference, San Diego, California.
- 1998 *Handling Grievances and a Role Playing Exercise*, Convention of Firemen & Oilers, SEIU, Las Vegas, Nevada.
- 1998 *Contemporary Issues in Employee Drug and Alcohol Testing: An Arbitrator's Perspective*, National Railway Labor Conference, Kansas City, Missouri.
- 1999 *History of the Railway Labor Act and Contemporary Issues in Railway Arbitrations*, Western Convention, Brotherhood of Locomotive Engineers, Calgary, Alberta, Canada.
- 2000 *Several Philosophical and Pragmatic Musings About Arbitration Under the Railway Labor Act*, American Bar Association, Annual Meeting of the Committee on Railway and Airline Labor Law (Section of Labor and Employment Law) Napa, California.
- 2001 *Due Process in Employee Pre-Disciplinary Hearings*, National Railway Labor Conference, Las Vegas, Nevada.
- 2002 *Mock Disciplinary Hearing*, Service Employees International Union, Las Vegas, Nevada.
- 2003 *Ascertaining Contract Ambiguities*, Annual Meeting of the National Academy of Arbitrators, San Juan, Puerto Rico.
- 2004 *The Observations of a Veteran But Humble Arbitrator on Labor Arbitration*, Plenary Conference, National Arbitration Institute, San Francisco, California.
- 2004 *Interest Dispute Resolution Process in the Airline and Railroad Industries* Meeting of Industrial Relations Association of Northern California, Sacramento, California.
- 2004 *Persuading the Arbitrator in Contract Interpretation Cases: Evidence of Negotiating History*, Annual Meeting, National Academy of Arbitrators, Las Vegas, Nevada.
- 2004 *Arbitrator's Code of Ethics and Ethical Issues in Railroad Labor Arbitration*, Panel Moderator and Presenter of *Ethical Scenarios for Labor Arbitrators*, Annual Meeting, National Association of Railroad Referees, Chicago, Illinois.

- 2006 *Trends in Labor Arbitration*, Meeting of the Industrial Relations Association of Northern California, Sacramento, California.
- 2008 *Railroad Employees Disciplinary Hearings*, Annual Meeting, National Railway Labor Conference, Sacramento, California
- 2011 *Railroad Employees Disciplinary Hearings*, Annual Meeting, National Railway Labor Conference, Sacramento, California

PUBLICATIONS

- LaRocco, John B., Twomey, David P. and Roukis, George S., *Report To The President By Emergency Board No. 211*, U.S. Government, Washington D.C. (1986)
- LaRocco, John B. and Guarino, Richard, *The Duty of Fair Representation*, presented at the Western Business Law Association and published in the proceedings. (1986)
- LaRocco, John B. and Guarino, Richard, *Recent Developments Regarding the Duty of Fair Representation*, presented at the American Business Law Association Annual Meeting in Minneapolis, Minnesota and published in the proceedings. (1986)
- LaRocco, John B. and Guarino, Richard, *The Duty of Fair Representation: Where Are We Now?*, presented at the American Business Law Association meeting and published in the proceedings. (1987).
- LaRocco, John B. and Guarino, Richard, *A Case of Statutory Interpretation: I.C.C. v. Brotherhood of Locomotive Engineers*, Proceedings of the Western Business Law Association. (1988)
- LaRocco, John B. and Bologna, Christine A., *Electromotion: Boon or Bane to Employee Participation Programs?* Proceedings of Western Academy of Legal Studies in Business. (1993)
- LaRocco, John B., *Electromotion in California Public Sector Labor Relations*, California Public Employee Relations Journal, University of California, Berkeley. No. 105 (April, 1994).
- LaRocco, John B. and Bologna, Christine A., *The National Labor Relations Board's Electromotion Decision: Should The National Labor Relations Act Be Amended?*, Glendale Law Review (Volume 13, Numbers 1-2) Glendale, California. (1994).
- LaRocco, John B., *Reforming Baseball Salary Arbitration*, Arbitration: Controversy and Continuity, Proceedings of the Forty-Seventh Annual Meeting of the National Academy of Arbitrators. (BNA; 1995).
- LaRocco, John B., *Ethical Issues Confronting Labor Arbitrators*, Dispute Resolution Journal. Vol. 50, No. 2 (April-June, 1995).

- LaRocco, John B. and Bologna, Christine A., *The National Labor Relations Board's Electromotion Decision: Should The National Labor Relations Act Be Amended?* Proceedings of the Ninth Annual Seminar of the Sacramento County Bar Association's Section of Labor and Employment Law: The Road Ahead Under the National Labor Relations Act. (1996).
- LaRocco, John B., *Baseball Salary Arbitration*, Business Futures, California State University, Sacramento - College of Business Administration (Spring 1996).
- LaRocco, John B., *Casebook on Legal Aspects of Human Resource Management*, California State University, Sacramento-RCE (1996).
- LaRocco, John B., *Just Cause Collides with Public Policy in Sexual Harassment Arbitrations*, Proceedings of the 49th Annual Meeting of Industrial Relations Research Association (Fall, 1997).
- LaRocco, John B., *Arbitration Under Railroad Employee Protection Arrangements*, Chapter 5(3), Referee Manual, Wesman, Elizabeth C., Editor, National Association of Railroad Referees (1998).
- LaRocco, John B.; Steinberg, Darrell S., *Mea Culpa: Should a Discharged Employee's Post-Discharge Acknowledgment of Misconduct and Rehabilitation Have Evidentiary Weight?*, California Labor and Employment Law Quarterly, Vol. 12, No. 3, (Spring/Summer 1998)
- LaRocco, John B., Another Voice: The Dilemma of Romance in the Workplace, (1999-02-15) Sacramento Business Journal.
- LaRocco, John B., *A Critique: The Inadequacies of Using Interest-Based Bargaining*, California Public Employee Relations Journal, University of California, Berkeley. No. 135 (April, 1999).
- LaRocco, John B., *Several Philosophical and Pragmatic Musings About Arbitration Under the Railway Labor Act*, Proceedings of the Annual Meeting of the Committee on Railway and Airline Labor Law (Section of Labor and Employment Law) American Bar Association, Napa, California. (BNA, March 2000).
- LaRocco, John B., Alvayay, Jaime; and, Carper, Donald L.; *Legal Environment of Business Content Survey & Assessment*, Proceedings of Western Academy of Legal Studies in Business. (April 2000).
- LaRocco, John B., *The Dilemma of Locomotive Engineer Certification Vis-A-Vis Contractual Due Process in Discipline Cases*, Narrator, Published by National Association of Railroad Referees. (April 2003).
- LaRocco, John B., Contributor; Rueben, Alan, Editor-in-Chief, Elkouri & Elkouri, *How Arbitration Works*, Sixth Edition, Bureau of National Affairs (December 2003).
- LaRocco, John B., *Ambiguities in Labor Contracts: Where Do They Come From?*, Dispute Resolution Journal (February - April 2004).

LaRocco, John B., *Ambiguities in Labor Contracts: Where Do They Come From?*, Chapter 34, Labor-Management Relations 06, McGraw-Hill (September, 2005)

LaRocco, John B., *Tension in the Public Safety Officers' Bill of Rights: Interrogations Versus Routine Supervisor-Subordinate Communications*, California Public Employee Relations Journal; University of California, Berkeley, No. 186 (October 2007)

LaRocco, John B., Donald L. Carper, *What Parties Might Be Giving Up and Gaining When Deciding Not to Litigate: A Comparison of Litigation, Arbitration and Mediation* (Dispute Resolution Journal, May-July 2008)

LaRocco, John B., Contributor to *How Arbitration Works* (Sixth Edition, BNA 2008 Supplement)

LaRocco, John B., *Ambiguities in Labor Contracts: Where Do They Come From?* (Revised) (Chapter 6) AAA Handbook on Labor Arbitration (American Arbitration Association) November 2010

LaRocco, John B., *Due Process in Railway Hearings and Appeals*, 2009 Proceedings of the National Academy of Arbitrators (BNA; 2010)