

PEDRO G. MOLINA, JR.
Arbitrator

Email: Pgmolina@sbcglobal.net

Present Occupation: Labor Arbitrator

Business Address:

411 Wimberly
San Antonio, TX 78221
Phone: 210-924-4651
Fax: 210-924-4651
Cell: 210-710-7829

PROFESSIONAL AFFILIATIONS:

American Arbitration Association
Federal Mediation & Conciliation Service
Mediation Board

EDUCATION:

San Antonio Community College
Madison University (Pursuing Business Administration Degree)
Arbitrator II American Arbitration Association

CERTIFICATIONS:

Texas Commission on Law Enforcement Standards (Peace Officer Commission)

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1995-Present, Labor Arbitrator (See Industries and Issues Below) for FMCS and AAA, Mediation Board. 1984-1994, Served as member, Vice-Chairmen & Chairman of the City of San Antonio Fire and Police Civil Service Commission. Responsible for conducting administrative hearings, regarding discipline, promotions, demotions, back pay, and contractual issues involving Chapter 143 of the Texas Vernon Code. 1972-1992, Served as owner/operator and CEO of a 500-man small business operation. Responsible for day-to-day operations and negotiations of government and union contracts. The arbitrator also has extensive experiences in EEO investigations. The arbitrator has conducted approximately 1800 expedited and regular panel arbitration cases since 1995 in various industries (see below). Ten years of experience involving national agreement issues between the United States Postal Service & APWU/NALC/NPMHU, and other permanent panels.

INDUSTRIES:

Airline; aluminum; automotive; bakery; beverage; building products; brewery; chemicals; coal; communications; power plants; refineries; electrical; equipment; federal, state and municipal sector; food; hotel/motel/casinos; meat packing; office workers/clerical; petroleum/petrochemicals; plastics; police and fire, Railroads, correctional facilities, service industries, private & public sectors.

PEDRO G. MOLINA, JR.
Arbitrator

ISSUES:

Absenteeism/AWOL; arbitrability; contract interpretations; bargain and unit work; conduct (on & off duty); personal demotions; discipline (discharge & suspensions); race, sex, & age discrimination, religion discrimination, national origin, discrimination, drug/alcohol offenses, holiday pay, FMLA, job posting and bidding; management rights; past practices; sexual harassment; subcontracting; job classifications; impasse hearings; tri party arbitrations; crossing crafts; class action; contract negotiator.

PERMANENT PANELS:

United States Postal Service/American Postal Workers Union
United States Postal Service/ National Mail Handlers Union
National Association of Letter Carriers

CITY OF SAN ANTONIO/ SAN ANTONIO POLICE DEPARTMENT

AWARDS & ACHEIVEMENTS:

- Nominated by the Small Business Administration as Minority Contractor of the Year for the State of Texas in 1984.
- Nominated by the United States Small Business Administration as Small Businessman of the year in 1987 for the State of Texas. Also Competed for the National Small Businessman of the Year
- Honored by the State Legislator and the Governor of Texas, Ann Richardson, as the Small Businessman of the Year in 1987
- Honored by the City of San Antonio, and San Antonio Mayor Nelson Wolff as Small Businessman of the Year
- Honored by the Bexar County Court of Texas, and the County Judge in recognition of Small Businessman of the Year
- Nominated by Governor Ann Richards to serve as member of the Texas Commission on Law Enforcement Standards
- Received an Outstanding Service Award from the City of San Antonio for outstanding performance as a Fire and Police Civil Service Commissioner for 10 years of service
- Named to the Edgewood High School Hall of Fame, in recognition of outstanding achievement, which served as an inspiration to youths of the community.

PER DIEM FEES: \$800.00. A CANCELLATION FEE OF \$450.00 WITHIN 15-DAYS NOTICE.