

Email: j.monat@verizon.net

Present Occupation: University Professor/Arbitrator

First Business Address:

1893 N. College Circle
Long Beach, CA 90815
Phone: (562) 594-6132
Fax: (562) 431-9867

Second Business Address:

2926 – 6th Avenue South
Suite 232
Seattle, WA 98134
Phone: (206) 292-0556

PROFESSIONAL AFFILIATIONS:

American Arbitration Association
Industrial Relations Research Association (National)
Orange County (CA) IRRA
Southern California IRRA
Northwest IRRA

EDUCATION:

Ph.D. Industrial Relations University of Minnesota, Twin Cities, 1972
M.S. Labor Relations/Collective Bargaining San Diego State University, 1967
B.S. Business Administration University of California, Los Angeles, 1965

CERTIFICATIONS:

Airline Transport Pilot, 1980
Senior Professional in Human Resources, 1976

ARBITRATION/DISPUTE RESOLUTION EXPERIENCE

1974-Present: Arbitrator: Arbitrate labor, employment cases (see industries and issues below) for FMCS, AAA, and public agencies in California (2), Washington, Oregon, Montana, Nevada, Colorado, Utah. Arbitrate commercial cases for AAA. Conduct private mediation. **1974-1978:** Mediate and factfind for State of Washington. **1978-Present:** Professor of Human Resource Management, California State University, Long Beach. Teach courses in collective bargaining, labor relations, compensation, employment law, strategic human resources, managing human resources, diversity and EEO/AAP. Conduct research in arbitration, labor relations, workplace violence, compensation. Served two three-year terms as department chair. **1972-1978:** Assistant Professor of Personnel, Western Washington University, Bellingham, WA. Taught courses and research in Personnel and IR.

INDUSTRIES:

Aerospace, agriculture, airlines, airport services, aluminum, automotive, bakery, banking, beverage, boat building, brewing, broadcasting, food packing, cement, clothing, communications, construction and building, education, electrical equipment, extractive, Federal sector, food, gas/ electric power, health care, hospitals, hotels, motels and resorts, insurance, lumber, machinery, manufacturing, maritime, meat packing, metal fabrications, nuclear energy, office and clerical, organizations, petroleum, police and fire, printing and publishing, public sector (state and local), pulp and paper products, retail and chain stores, retail foods, rubber, service, transportation, trucking and storage, utilities, warehousing.

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ISSUES:

Affirmative action, absenteeism, arbitrability, bargaining unit work, call-in and callback pay, contract terms, demotion, discharge, discipline, discrimination (age, sex), drugs/alcohol, gambling, holidays, FMLA, interest arbitration, job classification, job posting and bidding, jurisdiction, layoff, bumping and recall, management rights, overtime/over-time pay, past practice, rates of pay, safety, scheduling of work, seniority, severance pay, strikes/lockouts, subcontracting/contracting out, training, transfer, vacations and vacation pay, work assignment, sexual harassment, others.

PERMANENT PANELS:

Disney Resorts/HERE/UFCW/IAM	Pirelli Cable Company/CWA	USPA/NALC
Disney Resorts/Oper. Engs.	Sysco Food Services/Teamsters	
Edwards Air Force Base, AFGE	Walt Disney Company/Ironworkers 433	
Goldendale Aluminum Company/USW	Utah Transit Authority/ATU	

ARBITRATION ROSTERS:

American Arbitration Association	National Mediation Board	St of Washington PERC
Federal Labor Relations Authority	California Med/Conc. Service	
FMCS	California PERB	

PUBLISHED CASES:

114 LA 752 (2000); 113 LA 314 (2000); 112 LA 259 (1999); 112 LA 18 (1999); 111 LA 545 (1999); 109 LA 659 (1998); 107 LA 215 (1997); 82 LA 208 (1984); 84-1 ARB 8097; 75 LA 1052 (1981)

SIGNIFICANT PUBLICATIONS:

Jonathan S. Monat and Angel Gomez, "Sexual Harassment: The Impact of Meritor Savings Bank," Arbitration Journal, December 1986; Jonathan S. Monat and Angel Gomez, "Decisional Standards Used by Arbitrators in Sexual Harassment Cases," Labor Law Journal, October 1986.

FEES:

PER DIEM FEE: \$700 **DOCKETING FEE:** **CANCELLATION FEE:** (See below)

Grievance Arbitration: The fee is \$700 per for hearing, and for research and preparation of the opinion and award. A hearing day is any portion of a day up to seven hours. Time for research and preparation is prorated. The same per diem applies to **interest arbitration** and **factfinding**.
Mediation and Employment Arbitration: The fee is \$1,000 per day for meetings, hearing, and for research and preparation of employment arbitration award.

Cancellation Policy: If the scheduled hearing is postponed or canceled by phone, fax or e-mail with notice of 21 days or less, 50% of per diem will be charged; if notice of 14 days or less, 100% of per diem will be charged if another matter cannot be set in its place.

Travel Time: Arbitrator charges per diem fee for any portion of a travel day from four hours to eight hours; prorated hourly after eight hours; half per diem fee for travel less than four hours, excluding local travel from nearest office.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, lodging and parking from nearest office. Automobile mileage is charged at the current IRS expense rate for actual mileage. Actual expenses are charged for postage/mailing, phone and clerical. In the event a scheduled hearing is canceled, parties will be charged for any penalties on canceled airfare