

RÉSUMÉ
C. ALLEN POOL

Labor Arbitrator, Mediator, & Fact-finder

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Experience: Full-time Labor Arbitrator; Adjunct Professor, Golden Gate University, 1983-present; Labor Arbitrator, Mediator, and Fact-Finder since 1983.

Education: University of Houston (Doctorate 1981); Arizona State University (B. A. 1958, M. A. 1962)

Industries: Agriculture, Public Sector (Federal, State, County, City, Public Schools, Calif. State Univ. Superior Court), Electrical, Furniture, Mining, Lumber, Packaging, Transportation, Electronics, Communication, Metal Fabrication, Hospitals, Nursing Home, Health Care, Public Safety (Police & Fire), Beverage, Hotel, Restaurant, Food Processing, U.S. Postal Service, Warehouse & Trucking, DoDD Schools – Pacific Region; Mandatory Mediation/Arbitration Calif. ALRB; Railroad, Petroleum (Oil).

Unions: International Association of Firefighters, Amalgamated Transit Union, United Transportation Union, Fresh Fruit & Vegetable Workers Union, Teamsters, United Paper Workers International Union, Independent Union of Agricultural Workers, California School Employees Association, United Furniture Workers, International Brotherhood of Electrical Workers, International Association of Machinists and Aerospace Workers, Police Officers Association, California Federation of Teachers, United Public Employees, California Teachers Association, Operating Engineers, Hotel Employees & Restaurant Employees, United Steel Workers of America, AFSCME, Service Employees International Union, United Farm Workers, American Federation of Government Employees, United Food & Commercial Workers, Union, & Brotherhood of Boilermakers Local 67, State of Hawaii Organization of Police Officers., Portland Police Association, Washoe Co. School Police Officers Association, American Postal Workers Union, UFCW Local 1031, National Postal Mailhandlers Union, San Bernardino Public Employees Assoc., Calif. Correctional Peace Officers Assoc.

California Industrial Welfare Commission: Chairperson, Wage Board Hearing

Interest Arbitration & Fact Finding: Public Schools, State, County, & Law Enforcement

Issues: Wages, Benefits, Pay Differential, Supplemental Pay, & Medical Coverage.

Grievance Arbitration: Contract interpretation & application, New & reopened contract terms, Arbitrability, Discrimination, Discharge & Disciplinary actions.

Types of Disputes: Weingarten Rule, Shop Stewards, Job evaluation, Insubordination, Work assignment, Seniority, Incompetence, Call-in & Call-back pay, Overtime, Transfer, Bargaining Unit Membership, Piece rate pay, Compulsory overtime, Pension benefits, Scheduling of work, Health & Welfare benefits, Subcontracting, Rate of pay, Union dues - Check-off & Agency fees, New technology & displacement, Sexual Harassment, and Training programs.

Permanent Panels:

Oakland Unified School Dist. / OEA

Santa Cruz Metro Transit Dist. / UTU Local 23

County of Santa Clara / SEIU Local 1587

Monterey-Salinas Transit / ATU Local 1225

Civil Service Commission, County of San Bernardino

California Dept. of Personnel Administration

Public Sector Agency Rosters: California State Mediation & Conciliation Service, Federal Mediation & Conciliation Service, American Arbitration Association, California Public Employment Relations Board, Oregon ERB, Montana ERB, Washington PERC, Hawaii LRB, National Mediation Board, & Los Angeles City ERB.

Published Awards:

125 LA 660 Calif. Dept. of Corrections & SEIU Local 1000; 124 LA 1496 Calif. Dept. of Corrections & CCPOA; 122 LA 1347 Great Falls Mt Transit & IBT Local 2; 121 LA 121 427 City of LA & LAPP; 121 LA 65 City of Modesto & MCE; 121 LA 513 Sunkist Growers & IBT 517; 121 LA 1593 Sierra Chemical Co. & IBT Local 439; 120 LA 337 Co. of Shasta & Shasta Co. Deputy Sheriffs' Assoc.; 119 LA 443 Superior Court San Bernardino Co. & SBPE Assoc.; 118 LA 1333 Merced Union H.S.D & CSEA; 118 LA 1021 Oakland USD & Oakland Education Association, 118 LA 905 Arroyo Grande Mushroom Farms & UFCW Local 1096, 117 LA 107 Luce & Son Co., and IBT Local 533, 116 LA 44 Alta Calif. Regional Center & SEIU 535, 115 LA 909 Monterey Co. Office of Educ. & Individual; 115 LA 164 City of Portland & Portland Police Assoc.; 114 LA 132 Anaconda Community Hosp. & Teamsters Local 2, 113 LA 231 San Benito Co. & Individual Officer, 109 LA 873 State of Hawaii & SHOPO; 97-2 ARB 3228 City of Las Vegas & Las Vegas PPA.

Fee Schedule: \$1500 per Diem. Cancellation fee: One per diem if canceled or postponed within 20 working days of each scheduled hearing date(s).