

# 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.

Professional Affiliations & Education: National Academy of Arbitrators; Assoc. for Conflict Resolution; AAA; Calif. State Bar (Labor & Employment Section); IRRA; Univ. of Houston (Doctorate 1981)

Industries: Agriculture, Manufacturing, Container, Construction, Federal, State, County, Superior Court, City, Education, Electrical, Furniture, Mining, Lumber, Packaging, Pulp & Paper, Transportation, Public Transit, Hospitals, Health Care, Public Safety (Police & Fire), Beverage, Hotel, Restaurant, & Food Processing, U.S. Postal Service, Warehouse & Trucking, DoDD Schools –Pacific Region.

Unions: International Association of Firefighters, Amalgamated Transit Union, United Transportation Union, Fresh Fruit & Vegetable Workers Union, Teamsters Local 890, 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, Teamsters Local 533, National Postal Mail Handlers Union, San Bernardino Public Employees Assoc., Federal Employees Association.

Industrial Welfare Commission: Chairperson, Wage Board Hearings

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 & AFSCME	New Mexico UFCW Local 1564 & Smith's Food & Drug Stores
Santa Cruz Metro Transit Dist. / UTU Local 23	Civil Service Commission, Co. of San Bernardino & LA
County of Santa Clara / SEIU Local 1587	USPS / National Postal Mail Handlers Union

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

Published Awards: BNA; 122 LA 1347 Great Falls Trans. Dist & IBT No. 2; 121 LA 513 Sunkist Growers & IBT Local 517; 121 City of LA & LAPP; 121 LA 65 City of Modesto & MCE; 120 LA 337 Co. of Shasta & Shasta Co. Deputy Sheriffs' Assoc.; 119 LA 443 Superior Court & San Bernardino Public Employees Assoc.; 118 LA 1333 Merced UHSD & CSEA; 118 LA 1021 Oakland USD & OEA; 118 LA 905 Arroyo Grande Mushroom Farms & UFCW Local 1036; 118 LA 1021 Oakland USD & OEA.; 118 LA 1333 Merced Union HSD & CSEA; 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. & IBT Local 2, 113 LA 231 San Benito Co. & Individual Officer, 113 LA 920 Career Systems Dev. Corp. & AFT Local 4986, 109 LA 873 State of Hawaii & SHOPO; CCH, 97-2 ARB 3228 City of Las Vegas & LV PPA.