

FRANK SILVER

Attorney-Arbitrator-Mediator

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Arbitrator and Mediator (1987-present): Arbitrator under collective bargaining agreements, consent decrees, and employment contracts; mediator in civil disputes and labor negotiations; factfinder and interest arbitrator under statutory collective bargaining impasse procedures.

Professional Experience: Beeson, Tayer, Silbert & Bodine, San Francisco (1981-87); Carroll, Burdick & McDonough, San Francisco (1974-75, 1979-81); Administrative Law Judge, Calif. Public Employment Relations Bd. (1976-79); Board Counsel, Agricultural Labor Relations Bd. (1975-76).

Teaching: Adjunct faculty member, U.C., Hastings College of the Law ("Arbitration - Labor & Employment Emphasis," 2003-present); Lecturer, Golden Gate Univ. Law School ("Public Sector Labor Law," 1979-81); Lecturer, U.C. Davis Extension ("Collective Bargaining in Public Employment," 1977-78).

Professional Memberships: National Academy of Arbitrators (Chair, Region 15, 1996-98); State Bar Labor & Emp. Law Section (Exec. Committee, 1998-2001); AAA.

Labor Arbitration Panels: AAA, FMCS, NMB, CSMCS, Calif. PERB, Los Angeles City E.R.B..

Contractual Arbitration Panels: Food Employers Council (grocery chain stores)/Bay Area and Central Valley UFCW locals; UPS/IBT; AT&T/CWA; San Francisco/SEIU Locals 790, 250; Ind. Employers & Distributors Assn./ILWU Locals 6 & 17; Internal Revenue Service/National Treasury Employees Union; Univ. of Calif./AFSCME; State of Calif./CA State Employees Assn.; Clark County (NV) School Dist./Clark County Educ.Assn.; UPS/Teamsters; BART/AFSCME Local 3993; BART/ATU Local 1555; Matson Navigation/ILWU Local 34; Oakland Unified Sch.Dist./AFSCME Local 257; Tenet Health System/CNA; Vacaville Sanitary Service/Teamsters Local 490; and others.

Publications: Co-Author (with Bonnie Bogue), *Pocket Guide to Public Sector Arbitration* [Univ. of California, Inst. of Industrial Relations, CPER, 3rd ed., 2004]; contributing author, *California Public Sector Labor Relations* [Matthew-Bender, 1989]; author, "Arbitration is Arbitration (Or Is It?)" [State Bar Labor & Emp. Law Section *Quarterly*, Winter, 1998]; and others.

Industries arbitrated: Agriculture, airlines, bakery, beverage, chemicals, clerical, communications, construction, education, health care, hotel/restaurant, manufacturing, maritime, public sector (federal, state, local), retail/chain stores, service industries, transit, transportation, trucking and storage, universities, public utilities, warehousing, and others.

Issues arbitrated: Absenteeism, alcohol/drug abuse, arbitrability, assignment of work, discharge/discipline, discrimination, faculty retention, fringe benefits, job classification, layoff/recall, management rights, medical disability, new contract terms, promotion, reasonable accommodation, safety, sexual harassment, subcontracting, work jurisdiction, and others.

Education: Stanford University (B.A., 1967); University of California, Hastings College of the Law (J.D., 1974).