RONALD HOH
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ARBITRATION AND MEDIATION EXPERIENCE:

I have been selected as an arbitrator in more than 1700 cases in the public, private and federal sectors since 1981, and have functioned as an arbitrator full time since 1987. I have addressed such issues as seniority, layoff, recall, bumping, unit coverage, work performance, leaves of absence, holiday and vacation eligibility and pay, overtime eligibility and pay, shift hours, promotion, transfer, alcohol and drug use, health insurance, arbitrability, management rights, past practice, contracting out, discipline and discharge. Over fifty of my arbitration decision have been published, including 96-2 ARB No. 6400 (City of Simi Valley/SEIU Local 998), 18 LAIS 4087 (Cupertino High School District/Teachers Association), 88-2 ARB No. 8562 (Reno Hilton Hotel/Plumbers Local 350), 89-1 ARB No. 8031 (Grant Joint Union High School District/CSEA Chapter 523), 89-2 ARB No. 8505 (W.R. Grace Co./Teamsters Local 238), 19 LAIS 2007 (City of Bremerton, Washington/ Patrolmens Assn;, 20 LAIS 2035 (Stanislaus County/AFSCME Local 10), 16 LAIS 2082 (Delhi Elementary School District/CTA), 17 LAIS 2058 (San Francisco General Hospital Medical Center/SEIU Local 790), 21 LAIS 2031 (City of Carson City/Firefighters Local #2251), 94 LA 102 (Western Iowa Tech Community College/Education Assn.), 96 LA 839 (El Dorado County/Employees Association), 91-2 ARB No. 8579 (Stockton Unified School District/Employees Assn.), 97-1 ARB No. 3153 (City of Redding/Police Association) and 102 LA 806 (United Can Co/Teamsters). I have also served as an interest arbitrator in about fifty-five cases in seven states during the past twenty years, in disputes involving police, firefighters, state, higher education, school district, and other city and county employees, as interest factfinder in approximately forty-five education and city/county cases in California, Nevada, Montana and Iowa, as an arbitrator in occasional employment law cases in California, and as a mediator in about 400 cases arising in the labor/management and the employment law contexts.

PERMANENT ARBITRATION PANELS:

State of Alaska/AFSCME – Alaska State Employees Association, American Airlines/Flight Attendants; Federal Aviation Administration/Air Traffic Controllers; Union Pacific Railroad/ United Transportation Union; California State University/CA Faculty Assn; Bureau of Indian Affairs/Federation of Indian Services Employees; Sacramento Air Logistics Center/AFGE; United Can Co./Teamsters; State of Iowa/Iowa United Professionals; University of Northern Iowa/United Faculty; Reynolds Aluminum Company/GCIU; San Juan Unified School District/Teamsters Local 150; PACT Headstart/SEIU; Illinois Association of Retarded Citizens/SEIU; General Services Admin./AFGE; Sioux City Community Schools/Education Assn; Decker, Consolidated, Peabody and Arch of Illinois Coal Companies/UMWA; City of Cedar Rapids/AFSCME; U.S. Postal Service/APWU; San Benito Foods/Teamsters Local 890; Las Vegas Metro Police Commission/Police Management and Supervisors Assn; U. S. Postal Service/APWU; State of Montana / Montana Fed. of State Employees; Sacramento City USD/SEIU; State of Nebraska/ AFSCME Council #61; Ameren, Inc./IBEW; Southern California Gas Company/Utility Workers; City of Redondo Beach/Redondo Beach City Employees Association; State of California/CA Correctional Peace Officers Association: Bay Area Rapid Transit District/ATU; Santa Clara Valley Water District / IFPTE Local #21; University of California /AFT (Statewide Librarian Unit); University of California/Coalition of University Employees - Teamsters Local 2010; Merced County/Employees Association; Pentagon Force Protection Agency/Police Labor Committee; Edwards Air Force Base/AFGE Council 214; Smith Foods-Albertsons Foods/UFCW; Air Force Technical Command/AFGE; Permanent Panel Hearing Officer: Los Angeles City Employee Relations Board, Phoenix Employee Relations Board, Los Angeles Unified School District Personnel Commission, and American Arbitration Association National Panel for Recognition and Representation Disputes.

PRIOR WORK EXPERIENCE:

9/85 to 8/87: Regional Director, California Public Employment Relations Board, Sacramento California

I was responsible on a regional for implementation and interpretation of three collective bargaining laws governing various California public employees. I supervised a staff of administrative law judges, public employment specialists, and support personnel. Concomitantly, I held hearings and wrote decisions in the more difficult representation cases handled by the agency, and assisted the parties in voluntarily resolving their disputes in a number of areas.

7/80 to 9/85: Director, Mediation Services
Iowa Public Employment Relations Board

3/75 to 7/80: Mediator/Administrative Law Judge
Iowa Public Employment Relations Board

During my tenure with the Iowa Public Employment Relations Board, I held hearings and issued decisions in approximately 120 representation and unfair labor practice cases, functioned as contract mediator in approximately 300 state, county, city and school

district collective bargaining impasses, and issued 18 arbitration decisions. In addition, I was responsible for supervision, recruitment, training and development of about 40 ad-hoc mediators, and for reviewing the performance of mediators, factfinders

and arbitrators listed by our agency. I had overall responsibility for the delivery of timely mediation services in an average of 650 cases per year.

2/74 to 3/75: Field Examiner
National Labor Relations Board
Milwaukee, Wisconsin

5/73 to 9/73: Intern Field Examiner
National Labor Relations Board
Peoria, Illinois

EDUCATION:

1972 Bachelor of Arts (B.A.) in Labor Economics
University of Illinois at Urbana-Champaign

1974 Master of Arts (M.A.) in Labor and Industrial Relations
Institute of Labor and Industrial Relations, University of Illinois

PER DIEM FEE AND CANCELLATION POLICY:

$1350/day, plus expenses. One day per diem per scheduled hearing date for notice of postponement or cancellation received less than forty-five days before the scheduled hearing date(s). Case substitutions on the scheduled hearing date(s) are allowed without charge.

PROFESSIONAL SOCIETIES:

Member: National Academy of Arbitrators; Society of Professionals in Dispute Resolution; Industrial Relations Association of Northern California (Executive Board, 1990-1, President, 1991-2); National Association of Administrative Law Judges; Sacramento County Bar Association, Labor Law Section; National Panel of Consumer Arbitrators.

PROFESSIONAL ACTIVITIES:

Listed with: Federal Mediation & Conciliation Service; American Arbitration Assn.; National Mediation Board; California State Mediation Service; California Public Employment Relations Board; Los Angeles City Employment Relations Board; Iowa Public Employment Relations Board; Illinois Educational Labor Relations Board; Washington Public Employment Relations Board; Nebraska Commission of Industrial Relations; Oregon Employment Relations Board; Alaska Labor Relations Board; Virgin Islands Public Employment Relations Board; Hawaii Labor Relations Board; and Virgin Islands Employment Relations Board. Member (1998-2003; 2012-) and President (2002-03), Sacramento City Civil Service Commission; AAA Recognition and Representation Issues National Panel; California State Mediation and Conciliation Service Arbitration Advisory Panel; California State Bar Association, Fee Arbitration Panel; Better Business Bureau, Autoline Arbitration Panel.; Ad-Hoc Hearing Officer, Los Angeles City Employee Relations Board and Phoenix Employment Relations Board. Certified Federal Sector Arbitrator, Federal Labor Relations Authority; Certified Family Mediator, National Association of Family Mediators.

Teaching: Adjunct Instructor, Labor Relations and Labor Law - National University (!988-1994); Instructor, Labor Relations and Labor Law - Des Moines Area Community College (1982-5). Dispute Resolution Trainer for American Arbitration Association, FMCS National Conference, Mid-America Labor-Management Conference, Montana Board of Personnel Appeals, California State Bar Association, George Meany Center for Labor Studies, U.S. Forest Service/NFFE, CA Correctional Peace Officers Association; University of California-Davis, PORAC, IAFF, National Labor Relations Board, Phoenix Employment Relations Board, Iowa Public Employment Relations Board and California, Iowa and Montana parties covered by interest arbitration laws.

Author: Binding Interest 'Mediation': Plowing New Ground in California Agricultural Labor Relations" California Labor and Employment Law Quarterly (December, 2002); "Interest Arbitration for California Police and Firefighters – New Dynamics, New Concerns" California Public Employment Relations (December, 2000); "Interest Arbitration and Bargaining in the Montana Protective Services – Something Old, Something New" Montana Lawyer (March, 2007); "Statutory Construction in Impasse Resolution under S.B. 402: A Call for Alternative Methods" California Public Employment Relations (August, 2001); "Mediation Effectiveness in Public Sector Arbitration Systems - The Iowa Experience" Arbitration Journal (June 1984); "Factfinding: The Success Story in the Iowa Public Sector" 32 California Public Employment Relations, No. 71 (December, 1986). Editor: California Labor Law Digest and EEO-Discrimination in Employment Digest (California Chamber of Commerce, 1991-5). Formerly: Ad hoc Hearing Officer, Iowa Civil Rights Commission; Program Coordinator, Midwest Consortium of Neutral Agencies;

REFERENCES

Available upon request