

**RÉSUMÉ**  
**C. ALLEN POOL**  
**Labor Arbitrator, Mediator, & Factfinder**  
**Member: National Academy of Arbitrators**  
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Experience: Full-time Labor Arbitrator; Adjunct Professor, Golden Gate University, 1983 – 2005; Labor Arbitrator, Mediator, and Factfinder 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 University), Electrical, Furniture, Mining, Lumber, Packaging, Transportation, Electronics, Communication, Metal Fabrication, Hospitals, Nursing Home, Health Care, Public Safety (Police & Fire), Beverage, Hotel, Casinos, Resorts, Restaurant, Food Processing, Canning, Chemicals, Building Products, U.S. Postal Service, Warehouse & Trucking, DoDD Schools – Pacific Region; Mandatory Mediation/Arbitration Calif. ALRB, Railroad, Office Worker-Clerical, Prison Guard, Petroleum/Petrochemical/Refinery

Issues:

Absenteeism; Arbitrability; Bargaining Unit Work; Discipline (Non-Discharge); Discipline (Discharge); Drug/Alcohol Offenses; Fringe Benefits (Holidays, Leave); Health/Hospitalization; Job Performance; Job Posting/Bidding; Layoff/Bumping/Recall; Management Rights; Past Practices; Pension & Welfare Plans; Safety/Health Conditions; Seniority; Sexual Harassment; Subcontracting/Contracting Out; Union Security; Wages (Cost of Living, Holiday Pay, Overtime Pay, Vacation Pay); Work Hours/Schedules/Assignments; Violence/Threats; Interest Arbitration; Trustee Deadlock; Incentive Pay; Job Classification & Rates; & FMLA

California Industrial Welfare Commission: Chairperson, Wage Board Hearing

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

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	Monterey-Salinas Transit / ATU Local 1225
Santa Cruz Metro Transit Dist. / UTU Local 23	Civil Service Commission, County of San Bernardino
County of Santa Clara / SEIU Local 1587	California Dept. of Human Resources
Smith's Food & Drug Centers (NM) / UFCW Local 1564	Southern Calif. Edison / IBEW 47

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

Published Awards:

129 LA 527 City of Oakland & SEIU 1021; 128 LA 592 Co. of Stanislaus & Stanislaus Sworn Deputies Assoc; 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: \$2400.00 Per Diem Cancellation fee: One per diem if cancelled or postponed within 20 working days of each scheduled hearing date(s).