

## CARL C. BOSLAND, ESQ.

**Arbitrator, Hearing Officer, Impartial Factfinder  
Member, National Academy of Arbitrators**

**Business Contact:**

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### ARBITRATION ROSTERS

**National**

Federal Mediation and Conciliation Service      National Mediation Board  
National Arbitration and Mediation                  National Arbitration Forum

**State/City**

Oregon Employment Relations Board	DC Public Employee Relations Board
California Mediation & Conciliation Service	Montana Board of Personnel Appeals
Los Angeles Employee Relations Board	Alaska Labor Relations Agency
Nebraska Commission of Industrial Relations	Kansas Public Employee Relations Board
Idaho Department of Commerce & Labor	Rhode Island Dept. of Labor (arbitrator/mediator)

**ARBITRATION PANELS:** I have served on the following representative arbitration panels: USPS/APWU; NPMHU/USPS; IRS/NTEU; AFGE/DOJ BOP; Army/AFGE; Safeway/UFCW; United Steelworkers International Union/Flex-N-Gate Oklahome, LLC; United Mineworkers/Decker Coal Co.; FAA/NATCA; IBEW/Central NM Electric Power Cooperative, Inc.; IAFF/City of Broken Arrow, OK; Parks/TA Operating LLC; Bernalillo County, NM/AFSCME; USDOL/AFGE; UFCW/Giant/Safeway

### PROFESSIONAL HISTORY:

**Beginning August 2020 –** Arbitrator, Hearing Officer, Impartial Factfinder.

**2014-August 2020:** Held various positions with the United States Postal Service, including Chief Counsel, Labor Relations, Chief Counsel, Chief Counsel, Safety, Chief Counsel, Employment Law, Chief Counsel, National Employment Litigation (Class Action) Unit, Managing Counsel, Capital Metro Area Law Office, and Deputy Managing Counsel, Western Area Law Office. Also served as counsel for the 2018 USPS-APWU collective bargaining negotiations and co-counsel, 2015 USPS-APWU interest arbitration litigation.

**2002-2014:** Arbitrator, mediator, fact finder. Arbitrate/mediate public (federal, state, city) and private sector labor/employment grievance and employment disputes. Issued 225+ written decisions.

**1999 to 2002:** Held various positions with the U.S. Postal Service, including attorney, senior litigation counsel, and Deputy Managing Counsel providing counsel and litigation representation on broad spectrum of labor and employment law issues before the EEOC, MSPB, OSHA, and federal courts. Served temporary assignments as Managing Counsel, USPS Philadelphia Law Office; Manager, national MSPB Task Force; Special Assistant U.S. Attorney. Member; Practice and Procedure Committee, NLRB Region 27.

**1986-1991,** Associate in private sector New Jersey law firms responsible for counsel and representation of individuals and employers in labor and employment law matters.

**INDUSTRIES:**

Aerospace, agriculture, automotive assembly, bakery, building products, casinos, chemicals, communications, construction, education, energy, food (manufacturing, processing, service), healthcare, hotels, hospitals, hospitality, lumber, manufacturing, meat packing, office workers/clerical, packaging, petroleum/petrochemicals, plastics, police and fire, printing and publishing, pulp and paper, restaurants, retail stores, mining, transportation, trucking and storage, utilities, and warehousing. Arbitrated public sector cases (local, state, federal) including USPS, IRS, DOL, DOJ BOP, DHS, USDA, civilian military, corrections, healthcare, city services, custodial services, airport operations, zoo operations, clerical, education, parks and recreation, senior services, and public sector contractor services.

**ISSUES:**

Absenteeism; age discrimination; arbitrability; bargaining unit work; color discrimination; conduct (off-duty and on duty); contract disputes; cross-craft issues; demotion; discipline (non-discharge & discharge); disability/reasonable accommodation issues; race discrimination; national origin discrimination; religious discrimination; sex discrimination; sexual harassment; sexual orientation discrimination; retaliation/reprisal; drug/alcohol offenses; due process; ethics; just cause; Family and Medical Leave issues; layoffs/bumping/recall; leave; vacation; hiring practices; job performance; job posting/bidding; jurisdictional disputes; management rights; overtime; union time; past practices; pay issues; promotion; safety/health issues; schedule changes; seniority; strikes, lockouts and work stoppages; subcontracting/contracting out; theft; unfair labor practices; union security; wages, including cost of living pay, holiday pay, incentive pay, job classifications and rates, merit pay, overtime pay, severance pay, vacation pay; work hours/schedules/assignments, working conditions/work orders; and violence or threats.

**EDUCATION**

LL.M. Labor Law	New York University	1990
	Recipient, Seymour Goldstein Memorial Prize for Academic Excellence in Labor Relations	
J.D. Law	Fordham University	1986
B.A. Political Science	Hobart College	1983

**BAR ADMISSIONS & CERTIFICATES**

Conflict Resolution	University of Utah	1999
Law	New York	1991
Law	New Jersey	1986

**SIGNIFICANT PUBLICATIONS**

- *COVID-19 and Federal Sector Labor and Employment Law* (Dewey Pub., Inc. 2022)
- *Labor Arbitration Practice for the Federal Sector, 2d Ed.* (Dewey Publications, Inc. 2016)
- *A Federal Sector Guide to the Family and Medical Leave Act & Related Litigation 5th Ed.* (Dewey Publications, Inc. 2023)
- *FMLA Basics: A Federal Supervisors Guide to the Family and Medical Leave Act, 2d Ed.* (Dewey Pub. Inc. 2017)
- *A School Administrator’s Guide to the Family and Medical Leave Act* (Rowman & Littlefield, 2007)
- *What You Don’t Know Can Get You Sued*, Government Executive (April 1, 2004)
- *“End Run” Bargaining*, New Jersey Lawyer, No. 137 (Nov./Dec. 1990)

## **SIGNIFICANT TRAINING PROVIDED**

**2023:** Conference Program Manager, 2023 Labor-Management Conference, National Academy of Arbitrators, Southwest/Rockies Region

**2022:** *Arbitrator Practices Do's and Don'ts*, National ZOOM, National Academy of Arbitrators, Continuing Education Committee

**2020:** *Arbitrator Practices Do's and Don'ts*, 43<sup>rd</sup> Annual Labor-Management Conference, National Academy of Arbitrators, Southwest/Rockies Region

**2019:** *FMLA Update*, 46<sup>th</sup> Annual Symposium, Society of Federal Labor and Employee Relations Professionals

**2017:** *A Basic Guide to Successfully Making and Meeting Objections in Grievance Arbitration Hearings*, 40<sup>th</sup> Annual Labor-Management Conference, National Academy of Arbitrators, Southwest/Rockies Region

**2016:** *FMLA Update*, 43<sup>rd</sup> Annual Symposium, Society of Federal Labor and Employee Relations Professionals

**2015:** *Arbitrating Attendance: Developments in the Laws Protecting Absences from Work - The FMLA, ADA, TITLE VII, USERRA and Many More*, 38<sup>th</sup> Annual Labor-Management Conference, National Academy of Arbitrators, Southwest/Rockies Region

**2013:** *Best Practices for Advocates*, 36<sup>th</sup> Annual Labor-Management Conference, National Academy of Arbitrators, Southwest/Rockies Region

**2011:** *FMLA Update*, Chicago-Kent College of Law, Annual Federal Sector Labor Relations and Labor Law Conference

**2010:** *Postal Arbitration: Time for a Change*, Moderator, 33<sup>rd</sup> Annual Labor-Management Conference, National Academy of Arbitrators

**2010:** *FMLA Update*, LERA, Rocky Mountain Chapter

**2009:** *FMLA*, One-Day Workshop, Federal Employment Law Training Group

**2009:** *FMLA*, Colorado Human Resources Association

**2008:** *FMLA*, One-Day Workshop, Federal Employment Law Training Group

**2008:** *FMLA*, New Orleans Federal Executive Board

**2007:** *FMLA*, Annual Spring Conference, Florida Association of School Personnel Administrators

**2007:** *FMLA*, 54<sup>th</sup> Annual Spring Conference, Colorado Association of School Business Officials

**2007:** *Understanding Federal Employee FMLA Rights*, LRP Audio Conference

**2006:** *Arbitration and the Family and Medical Leave Act*, National Academy of Arbitrators, Southwest Region 29<sup>th</sup> Annual Labor-Management Conference

## **PROFESSIONAL AFFILIATIONS**

Member, National Academy of Arbitrators

Labor and Employee Relations Association

American Bar Association

New York Bar Association

New Jersey Bar Association

Society of Federal Labor and Employee Relations Professionals; Past President, DC Chapter

## **FEES:**

**Per Diem:** For all matters, \$ 1,800.00 per diem for a hearing day of up to 8 hours, and for the preparation of the opinion and award. Time spent in excess of an 8-hour hearing day, or expended pre- or post-hearing (e.g., conference calls, motions, evidentiary or other rulings, etc.) is charged at \$225 an hour, calculated in 6-minute increments.

**Travel time:** Travel time of 3 hours or less one way on the day of the hearing is not charged. Travel time that exceeds 3 hours one way on the day of the hearing will require travel the day before the hearing and is charged a half day per diem for travel of 4 hours or less, and a full-day per diem for travel time over 4 hours. Travel time is calculated door-to-door by the means of transportation (e.g., automobile, train, airplane) selected by the arbitrator.

**Expenses:** Reasonable expenses including, as appropriate, mileage (at the prevailing IRS rate), rental car, UBER/Lyft, Taxi, parking, tolls, train fare, coach airfare, lodging, and meals (meals are not charged where travel is on the same day as the hearing).

**Cancellation:** Cancellation/ rescheduling of a scheduled 1-day hearing with less than thirty (30) days' notice may incur a per diem fee (\$1,800). Hearings scheduled for two or more consecutive days require 60 days' notice to avoid a cancellation fee. Cancellation of hearings scheduled for two or more consecutive days with less than 60 days' notice may incur a per diem fee for each cancelled hearing day. Cancellation charges also include any expenses incurred (e.g., cancelled flights and lodging charges).