

DAVID S. PAULL

1807 MARKET BOULEVARD
HASTINGS, MN 55033
(651) 296-3999
EMAIL: davidspaul739@outlook.com

STATE OF MONTANA – DEPARTMENT OF LABOR AND INDUSTRY

FEBRUARY 1, 2026

PROFESSIONAL AFFILIATIONS (PRIOR TO RETIREMENT)

State Bars of Minnesota, Oregon and Montana
U.S. Supreme Court, U.S. Courts of Appeal for the 8th and 9th Circuits

EDUCATIONAL BACKGROUND

B.A. History, University of Minnesota (1972)
J.D. Drake University Law School (1975)

BAR CERTIFICATIONS

Montana	1975
Oregon	1979
Minnesota	1999

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Director:	MN Board on Judicial Standards (1998 - 2014)
Arbitrator/Mediator:	1992 - present
Special Counsel:	To the Master appointed by the U.S. District Court (S.D. N.Y) Supervising the Teamster International Election (1995 - 1998)

INDUSTRIES:

Aerospace, Agriculture, Aluminum, Automotive, Bakery, Beverage, Building Products, Brewery, Canning, Construction, Education, Electrical Equipment, Electronics, Food, Foundry, Furniture, Health Care, Hotels/Motels, Hospitals/Nursing Homes, Iron, Lumber, Machinery, Maritime, Metal Fabrication, Office Workers/Clerical, Organizations, Plastics, Police and Fire, Prison Guard, Pulp and Paper, Refrigeration/HVAX, Retail Stores, Shipbuilding, Steel, Transportation, Trucking and Storage, Utilities, Warehousing.

ISSUES:

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct (off duty/personal), Demotion, Discipline (non-discharge), Discipline (discharge), Age Discrimination, Disability Discrimination, Race Discrimination, Sex Discrimination, National Origin Discrimination, Drug/Alcohol Offenses, Bonuses, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Pension Claim (Federal Law), Promotion, Retirement/Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppage, Slowdowns, Subcontracting/Contracting Out, Union Security, Cost-of-Living, Holiday Pay, Incentive Pay, Job Classification &

Rates, Merit Pay, Overtime Pay, Work Hours/Schedules, Assignments, Working Conditions/Work Orders, Violence or Threats.

ARBITRATION PANELS AND ROSTERS:

FMCS, Minnesota Bureau of Mediation Services, National Mediation Board, Washington Public Employee Relations Commission, Idaho Department of Labor, Montana Board of Personnel Appeals. Alaska Labor Relations Board, Hawaii Labor Relations Board, Oregon Employment Relations Board, AT&T Arbitrational Panel.
AT&T/CWA National Panel
Social Security Panel

PUBLISHED CASES:

107 LA 713 (BNA, 1997); 105 LA 1209 (BNA, 1995); 96-2 ARB 6302 (CCH, 1996); 103 LA (BNA, 1994); 103 LA 523 (BNA, 1994); 113 LA 998 (BNA, 1999), 121 LA 1748 (BNA, 2005).

FEES:

Per Diem \$1400
Cancellation with notice of 30 days or less \$1400 per day of scheduled hearing
Cancellation with notice of 31 days or more \$700 (single day) (\$1400 multiple days)
Cancellation charge to include amounts advanced for expenses.

EXPENSE CHARGES

Actual costs of commercial transportation (or \$1.00 per mile) and lodging. \$100.00 per diem overnight.