

# JONATHAN MONAT

[j.monat@verizon.net](mailto:j.monat@verizon.net)

1893 N. COLLEGE CIRCLE  
LONG BEACH CA 90815-4503

4802 - 50TH AVENUE  
SEATTLE, WA 98116

Phone: 562-594-6132 (CELL)

Phone: 562-714-2129

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## PRESENT OCCUPATION

Labor Arbitrator, Factfinder

## PROFESSIONAL AFFILIATION

National Academy of Arbitrators  
American Arbitration Association  
Labor and Employment Relations Association (LERA)  
Southern (CA) LERA  
Northwest LERA

## ARBITRATION EXPERIENCE

Arbitrator: Arbitrate labor, employment cases for FMCS, AAA, and private and public agencies in California, Washington, Oregon, Montana, Nevada, Colorado, Utah. 1974-1978: Mediate and factfind for State of Washington. 1978-2011: Professor of Human Resource Management, California State University, Long Beach. Teach courses in collective bargaining, labor relations, compensation, employment law, strategic human resources, managing human resources, diversity and EEO/AAP. Conduct research in arbitration, labor relations, workplace violence, compensation. Served two three-year terms as department chair. 1972-1978: Assistant Professor of Personnel, Western Washington University, Bellingham, WA. Taught courses and research in Personnel and IR

## INDUSTRIES

Aerospace, agriculture, airlines, airport services, aluminum, automotive, bakery, banking, beverage, boat building, brewing, broadcasting, food packing, cement, clothing, communications, construction and building, education (k-12, University), electrical equipment, extractive, Federal sector, food, gas/ electric power, health care, hospitals, hotels, motels and resorts, insurance, lumber, machinery, manufacturing, maritime, meat packing, metal fabrications, nuclear energy, office and clerical, organizations, petroleum, police and fire, printing and publishing, public sector (state, county municipal), pulp and paper products, retail and chain stores, retail foods, rubber, service, transportation, trucking and storage, utilities, warehousing, others

## **ISSUES**

Affirmative action, absenteeism, alcohol and substance abuse, arbitrability, bargaining unit work, call-in and callback pay, contract terms, demotion, discharge, discipline, discrimination (age, sex), drugs/alcohol, gambling, holidays, FMLA, interest arbitration, job classification, job posting and bidding, jurisdiction, layoff, bumping and recall, management rights, off duty conduct, overtime/overtime pay, past practice, rates of pay, safety, scheduling of work, seniority, severance pay, strikes/lockouts, subcontracting/contracting out, training, transfer, vacations and vacation pay, work assignment, sexual harassment, others.

## **PERMANENT PANELS**

Disney Resorts/HERE/UFCW/IAM Pirelli Cable Company/CWA USPS/NALC USPS/APWU  
Disney Resorts/Oper. Engs. Sysco Food Services/Teamsters  
Edwards Air Force Base, AFGE Walt Disney Company/Ironworkers 433  
ILWU/West Coast Terminals

## **ARBITRATION ROSTER(S)**

National Academy of Arbitrators  
Federal Mediation and Conciliation Service  
National Mediation Board  
American Arbitration Association  
Federal Labor Relations Authority  
State of Washington PERC  
California Med/Conciliation Service  
California PERB

## **PUBLISHED CASES**

130 LA 1493 (2012); 122 LA 663 (2006); 117 LA 1611 (2002); 114 LA 752 (2000); 113 LA 314 (2000); 112 LA 259 (1999); 112 LA 18 (1999); 111 LA 545 (1999); 109 LA 659 (1998); 107 LA 215 (1997); 82 LA 208 (1984); 84-1 ARB 8097; 75 LA 1052 (1981)

## **SIGNIFICANT PUBLICATIONS**

Jonathan S. Monat and Angel Gomez, ¿Sexual Harassment: The Impact of Meritor Savings Bank,¿ Arbitration Journal, December 1986; Jonathan S. Monat and Angel Gomez, ¿Decisional Standards Used by Arbitrators in Sexual Harassment Cases, Labor Law Journal, October 1986.

## **PER DIEM FEE**

\$1800

## **DOCKET FEE**

None

## **CANCEL FEE**

: If the scheduled hearing is postponed or canceled by phone, fax or e-mail with notice of 30 days or less, 50% of per diem will be charged; if notice of 21 days or less, 100% of per diem will be charged if another matter cannot be set in its place.

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## **GRIEVANCE ARBITRATION**

\$1700

### **CANCELLATION POLICY**

: If the scheduled hearing is postponed or canceled by phone, fax or e-mail with notice of 30 days or less, 50% of per diem will be charged; if cancelled within 21 days or less, 100% of per diem will be charged if another matter cannot be set in its place.

### **INT ARBT, FACT FND & LABOR MED**

\$1700

### **TRAVEL TIME**

Arbitrator charges per diem fee for any portion of a travel day from four hours to eight hours; prorated hourly after eight hours; half per diem fee for travel less than four hours, excluding local travel from nearest office.

### **EXPENSES**

Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, lodging and parking from nearest office. Automobile mileage is charged at the current IRS expense rate for actual mileage. In the event a scheduled hearing is canceled, parties will be charged for any penalties on canceled airfare.