

**JONATHAN S. MONAT, Ph.D.**

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**Present Occupation:** Arbitrator-Factfinder

**First Business Address:**

4892 - 50<sup>th</sup> Ave SW  
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**Second Business Address:**

1893 N. College Circle  
Long Beach, CA 90815  
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**PROFESSIONAL AFFILIATIONS:**

**Member, National Academy of Arbitrators**

American Arbitration Association  
Labor and Employment Relations Association (LERA)  
Northwest LERA  
Southern California LERA

**ARBITRATION/DISPUTE RESOLUTION EXPERIENCE**

**1974-Present:** Arbitrator: Arbitrate labor, employment cases (see industries and issues below) for FMCS, AAA, and public agencies in California (2), Washington, Oregon, Montana, Nevada, Colorado, Utah. Arbitrate commercial cases for AAA. Conduct private mediation. **1974-1978:** Mediate and factfind for State of Washington. **1978-2011:** Professor of Human Resource Management, California State University, Long Beach. Taught 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, 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 and local), pulp and paper products, retail and chain stores, retail foods, rubber, service, transportation, trucking and storage, utilities, warehousing.

**EDUCATION:**

|       |                                       |                                       |
|-------|---------------------------------------|---------------------------------------|
| Ph.D. | Industrial Relations                  | University of Minnesota, Twin Cities  |
| M.S.  | Labor Relations/Collective Bargaining | San Diego State University            |
| B.S.  | Business Administration               | University of California, Los Angeles |

**CERTIFICATIONS:**

Airline Transport Pilot, 1980

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**ISSUES:**

Affirmative action, absenteeism, 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, overtime/over-time 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           |
| Disney Resorts/Oper. Engs.   | Sysco Food Services/Teamsters       |
| Edwards Air Force Base, AFGE | Walt Disney Company/Ironworkers 433 |

**ARBITRATION ROSTERS:**

|                                   |                                  |                          |
|-----------------------------------|----------------------------------|--------------------------|
| National Academy of Arbitrators   | American Arbitration Association | National Mediation Board |
| Federal Labor Relations Authority | California Med/Conc. Service     | St of Washington PERC    |
| FMCS                              | 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.

**FEES:**

**PER DIEM FEE:** \$2,000      **DOCKETING FEE:**      **CANCELLATION FEE:** (See below)

**Grievance Arbitration:** The fee is \$2000 per for hearing, and for research and preparation of the opinion and award. A hearing day is any portion of a day up to seven hours. Time for research and preparation is prorated. The same per diem applies to **interest arbitration** and **fact finding**.

**Mediation and Employment Arbitration:** Mediation fee is \$2.000 per day for meetings, hearing.

**Cancellation Policy:** If the scheduled hearing is postponed or canceled by phone 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.

**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 refundable 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.