

RONALD HOH

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PRESENT OCCUPATION

Arbitrator, Mediator, Factfinder, Dispute Resolution Trainer

PROFESSIONAL AFFILIATION

Member, National Academy of Arbitrators since 1992; Society of Professionals in Dispute Resolution; Industrial Relations Association of Northern California (Executive Board 1990-1, President 1991-2); National Panel of Consumer Arbitrators; Sacramento County Bar Association, Labor Law Section; California State Bar Association, Fee Arbitration Panel; Better Business Bureau, Autoline Arbitration Board. Member (1998-2003) and President (2002-03), Sacramento City Civil Service Commission.

EDUCATION

Bachelor of Arts in Labor Economics University of Illinois 1972

Master of Arts in Labor and Industrial Relations Institute of Labor and Industrial Relations, University of Illinois 1974

ARBITRATION EXPERIENCE

Selected as an arbitrator in over 2000 cases in the public, private and federal sectors since 1981. Full-time as an arbitrator since 1987. Served as an interest arbitrator in about 70 cases in 10 states since 1987, in disputes involving police, firefighters, state, school district and other city and county employees, as interest factfinder in about 55 education and city/county cases in Iowa, Montana, Nevada and California, and as mediator in about 400 cases. Those interest arbitrations cases include in 2012, State of Hawaii/AFSCME & Washoe County(Nevada)/Deputy Sheriffs Assn. Formerly served as Regional Director of the California Public Employment Relations Board (1985-1987); Director of Mediation Services for Iowa Public Employment Relations Board (1980-1985); Mediator, Arbitrator and Administrative Law Judge for the Iowa Public Employment Relations Board (1975-1985); and Field Examiner National Labor Relations Board (1973-1975). Also served as Adjunct Instructor of Labor Law, National Univ. (1988-1993); Instructor of Labor Law, Des Moines Area Com. College (1982-1985); and dispute resolution trainer for, among others, American Arbitration Assn., Meany Center for Labor Studies, CA State Employees Assn, Peace Officers Research Assn of CA, CA State Firefighters Assn, CA State Bar Assn-Labor Law Section, Industrial Relations Research Assn, Iowa Public Emp. Relations Board, and MT Board of Personnel Appeals.

INDUSTRIES

Education, Higher Education, Local Government, Police and Fire Grievance and Interest, Public Sector Grievance and Interest, State Government, Community College, Corrections, Cities and Counties, Transit, Social Services, Aerospace, Airline, Agriculture, Broadcasting, Canning, Chemical, Coal, Dairy, Construction, Food, Grain Mill, Health Care, Lumber, Machining, Utilities, Steel, Manufacturing, Packaging, Pulp and Paper, Service, Truck and Storage, Clerical, Electrical, Appliances, Warehousing, Telephone, Trucking, Meatpacking, Federal Sector Grievance, Postal, Transportation.

ISSUES

Absenteeism, Alcohol and Drug Use, Fighting on the Job, Arbitrability, Backpay, Bargaining Unit Work, Hazardous Duty Pay, Discipline, Discharge, Overtime, Discrimination, Holidays and Pay, Vacations and Pay, Job Evaluation, Job Classification, Layoff, Recall, Bumping, Wages, Wage Reopeners, Job Posting and Bidding, Jurisdiction, Management Rights, Past Practice, Overtime, Contract Terms, Rates of Pay, Reductions in Force, Reporting/Call-In/Callback Pay, Work Schedules, Safety/Health, Seniority, Training, Subcontracting, Transfer, Union Business, Work Performance, Official Time, Theft, Work Conditions, Insubordination, Leaves of Absence, Merit Pay, Insurance, Performance Appraisals, Promotions, Shift Hours, Sexual Harassment, Medical/ADA.

PERMANENT PANELS

Bay Area Rapid Transit District/ATU; UPS/Independent Pilots Assn; Boeing Corp Eng. and Scientists Assn; L-3 Comm. Eng. and Scientists Assn; Univ. of California/Coalition of Univ. Employees (Statewide Clerical Unit); Univ. of California/AFT (Statewide Librarian Unit); Bureau of Indian Affairs/Indian Educators Assn; Federal Aviation Admin./Air Traffic Controllers Assn; Univ. of Northern Iowa/United Faculty; U.S. Postal Service/APWU; City of Cedar Rapids/AFSCME/Teamsters; State of Iowa/Iowa United Professionals; California State University/CA Faculty Assn; State of Illinois/SEIU; Sioux City Schools/Education Assn; Social Security Admin./AFGE; United Can Company/Teamsters; Ameren-CILCO Corp./IBEW; CA Dept. of Corrections/CCPOA; American Airlines/Flight Attendants; State of Nebraska/AFSCME; Gen. Services Admin./AFGE; Consolidated, Peabody, Arch of Illinois, Decker Coal Cos./UMWA; Las Vegas Metro Police Commission/Supervisors & Managers Assn; City of Redondo Beach/Employees Assn.; San Bernardino County/Deputy Sheriffs Assn. St. of Alaska/AFSCME; Santa Clara Valley Water Dist./IFPTE; Merced County/Employee Assn; Pentagon Force Protection Agency/Police Labor Committee; Edwards Air Force Base/AFGE; Air Force Technical Command/AFGE. Permanent Panel Hearing Officer: LA City Employee Relations Board, LA County Employee Relations Board, LA Unified School District Personnel Commission, Phoenix Employment Relations Board & American Arb. Assn, Natl. Panel for Recognition & Rep. Disputes.

ARBITRATION ROSTER(S)

Federal Mediation & Conciliation Service; American Arbitration Association; National Mediation Board; California State Mediation Service; California Public Employment Relations Board; Los Angeles City Employee Relations Board; Iowa Public Employment Relations Board; Illinois Educational Labor Relations Board; Washington Public Employment Relations Commission; Oregon Employment Relations Board; Kansas Public Employment Relations Board; Nebraska Commission of Industrial Relations; Montana Board of Personnel Appeals; Alaska Public Employment Relations Board; Virgin Islands Public Employment Relations Board; Phoenix City Employee Relations Board; Hawaii Labor Relations Board

PUBLISHED CASES

Include Washoe County School District / Classified Employees Assn. 113 LA 1053; Pajaro Valley Unified School District / CSEA 111 LA 89; Culver City Unified School District / Federation of Teachers 110 LA 519; Mason City Community School District / Teamsters 109 LA 1125; Springfield Assn. of Retarded Citizens / SEIU 103 LA 1136; State of Iowa / Iowa United Professionals 102 LA 308; El Dorado County / Employees Association 97 LA 839; University of Northern Iowa / AFSCME 96 LA 1051; City of Cedar Rapids / Firefighters 94 LA 1212; Western Iowa Tech Community College / Education Association 94 LA 103; Sacramento Air Logistic Center / AFGE 91 LA 470; City of Davenport / Teamsters 91 LA 855; City of Evansdale / Teamsters 84 LA 471; City of Sioux City / Police Association 79 LA 436; Vermillion County / Illinois FOP 99-2 ARB No. 3062; Sioux City Community School District / Education Association 98-2 ARB No. 5276; City of Folsom / Correctional Peace Officers Association 98-1 ARB No. 5041; City of Redding / Police Officers Association 97-1 ARB No. 3153; City of Simi Valley / SEIU 96-2 ARB No. 6400; City of Flora / IBEW 94-1 ARB No. 4022; Canton Unified School District / Educational Support Assn. 93-1 ARB No. 3162; Stockton Unified School District / Employees Association 91-2 ARB No. 8579; Grant Unified School District / CSEA 89-1 ARB 8031; Polmeroy-Palmer Community School District / Education Association 26 LAIS 3009; City of Los Angeles / Police Protective League 24 LAIS 2049

SIGNIFICANT PUBLICATIONS

Include "Interest Arbitration and Bargaining in Montana Protective Services: Something Old, Something New," Montana Lawyer (March, 2007); "Binding Interest 'Mediation': Plowing New Ground for California Agricultural Labor Relations," California Labor and Employment Law Quarterly (March, 2003); "Interest Arbitration for California Police and Firefighters: New Dynamics, New Concerns," California Public Employment Relations No. 145 (December, 2000); Statutory Construction in Impasse Resolution Under S.B. 402: A Call for Alternative Methods," California Public Employment Relations No. 149 (August, 2001); "Mediation Effectiveness in Public Sector Arbitration Systems - The Iowa Experience," Arbitration Journal (June, 1984). Author / Editor, California Labor Law Digest and EEO-Discrimination in Employment Digest (California Chamber of Commerce, 1991-95).

PER DIEM FEE

\$1400 per day, plus expenses

DOCKET FEE

None

CANCEL FEE

One day per diem per scheduled hearing day if notice of postponement or cancellation is received by the arbitrator forty-five or fewer days prior to the scheduled hearing date(s).

GRIEVANCE ARBITRATION

See Above

CANCELLATION POLICY

See Above

INT ARBT, FACT FND & LABOR MED

See Above

TRAVEL TIME

Travel Time at Per Diem Rate

EXPENSES

All expenses associated with the case are payable by the parties