

**RONALD HOH**

720 Howe Avenue, Suite 108  
Sacramento, California 95825  
(916) 202-7718; FAX (916) 929-9345

ARBITRATION AND MEDIATION EXPERIENCE:

I have been selected as an arbitrator in more than 1300 cases in the public, private and federal sectors since 1981, and have functioned as an arbitrator full time since 1987. I have addressed such issues as seniority, layoff, recall, bumping, unit coverage, work performance, leaves of absence, holiday and vacation eligibility and pay, overtime eligibility and pay, shift hours, promotion, transfer, alcohol and drug use, health insurance, arbitrability, management rights, past practice, contracting out, discipline and discharge. Over fifty of my arbitration decision have been published, including 96-2 ARB No. 6400 (City of Simi Valley/SEIU Local 998), 18 LAIS 4087 (Cupertino High School District/teachers Association), 88-2 ARB No. 8562 (Reno Hilton Hotel/Plumbers Local 350), 89-1 ARB No. 8031 (Grant Joint Union High School District/CSEA Chapter 523), 89-2 ARB No. 8505 (W.R. Grace Co./Teamsters Local 238), 19 LAIS 2007 (City of Bremerton, Washington/ Patrolmens Assn.), 20 LAIS 2035 (Stanislaus County/AFSCME Local 10), 16 LAIS 2082 (Delhi Elementary School District/CTA), 17 LAIS 2058 (San Francisco General Hospital Medical Center/SEIU Local 790), 21 LAIS 2031 (City of Carson City/Firefighters Local #2251), 94 LA 102 (Western Iowa Tech Community College/Education Assn.), 96 LA 839 (El Dorado County/Employees Association), 91-2 ARB No. 8579 (Stockton Unified School District/Employees Assn.), 97-1 ARB No. 3153 (City of Redding/Police Association) and 102 LA 806 (United Can Co/Teamsters). I have also served as an interest arbitrator in about Sixty cases in seven states during the past eighteen years, in disputes involving police, firefighters, state, higher education, school district, and other city and county employees, as interest factfinder in approximately forty-five education and city/county cases in California, Montana and Iowa, and as a mediator in about 400 cases arising in the labor/management and the employment law contexts.

PERMANENT ARBITRATION PANELS:

American Airlines/Flight Attendants; Federal Aviation Administration/Air Traffic Controllers; California State University/CA Faculty Assn; Bureau of Indian Affairs/Indian Educators Association; Sacramento Air Logistics Center/AFGE; United Can Co /Teamsters; State of Iowa/Iowa United Professionals; State of Illinois/SEIU; University of Northern Iowa/United Faculty; Reynolds Aluminum Company/GCIU; San Juan Unified School District/Teamsters Local 150; PACT Headstart/SEIU; Illinois Association of Retarded Citizens/SEIU; General Services Admin./AFGE; Sioux City Community Schools/Education Assn; Decker, Consolidated, Peabody and Arch of Illinois Coal Companies/UMWA; City of Cedar Rapids/AFSCME and Teamsters (Police); San Benito Foods/Teamsters Local 890; Las Vegas Metro Police Commission/Police Management and Supervisors Assn; U S Postal Service/APWU; U S. Postal Service/American Postal Workers Union; Sacramento City USD/Service Employees Int. Union; State of Nebraska/ AFSCME Council #61; Social Security Administration/AFGE National Panel; City of Redondo Beach/Redondo Beach City Employees Association; State of California/CA Correctional Peace Officers Association; San Bernardino County/Deputy Sheriffs Association; Bureau of Indian Affairs/ Indian Educators Association.

PRIOR WORK EXPERIENCE:

9/85 to 8/87: Regional Director, California Public Employment Relations Board, Sacramento California

I was responsible on a regional for implementation and interpretation of three collective bargaining laws governing various California public employees I supervised a staff of administrative law judges, public employment specialists, and support personnel. Concomitantly, I held hearings and wrote decisions in the more difficult representation cases handled by the agency, and assisted the parties in voluntarily resolving their disputes in a number of areas.

7/80 to 9/85: Director, Mediation Services  
Iowa Public Employment Relations Board

3/75 to 7/80: Mediator/Administrative Law Judge  
Iowa Public Employment Relations Board

During my tenure with the Iowa Public Employment Relations Board, I held hearings and issued decisions in approximately 120 representation and unfair labor practice cases, functioned as contract mediator in approximately 300 state, county, city and school district collective bargaining impasses, and issued 18 arbitration decisions. In addition, I was responsible for supervision, recruitment, training and development of about 40 ad-hoc mediators, and for reviewing the performance of mediators, factfinders and arbitrators listed by our agency. I had overall responsibility for the delivery of timely mediation services in an average of 650 cases per year.

2/74 to 3/75: Field Examiner  
National Labor Relations Board  
Milwaukee, Wisconsin

5/73 to 9/73: Intern Field Examiner  
National Labor Relations Board  
Peoria, Illinois

EDUCATION:

1972 Bachelor of Arts (B.A.) in Labor Economics      1974 Master of Arts (M.A.) in Labor and Industrial Relations  
University of Illinois at Urbana-Champaign      Institute of Labor and Industrial Relations, University of Illinois

PER DIEM FEE AND CANCELLATION POLICY:

\$ 900/day, plus expenses. One day of per diem for postponement or cancellation per hearing date set. Case substitutions on the scheduled hearing dates are allowed.

PROFESSIONAL SOCIETIES:

Member: National Academy of Arbitrators; Society of Professionals in Dispute Resolution; Industrial Relations Association of Northern California (Executive Board, 1990-1, President, 1991-2); National Association of Administrative Law Judges; Sacramento County Bar Association, Labor Law Section; National Panel of Consumer Arbitrators.

PROFESSIONAL ACTIVITIES:

Listed with: Federal Mediation & Conciliation Service; American Arbitration Assn; National Mediation Board; California State Mediation Service; California Public Employment Relations Board; Los Angeles City Employment Relations Board; Iowa Public Employment Relations Board; Illinois Educational Labor Relations Board; Washington Public Employment Relations Board; Nebraska Commission of Industrial Relations; Oregon Employment Relations Board; Alaska Labor Relations Board; Virgin Islands Public Employment Relations Board; and Phoenix City Employment Relations Board. Member (1998-2003) and President (2002-03), Sacramento City Civil Service Commission; California State Mediation and Conciliation Service Arbitration Advisory Panel; California State Bar Association, Fee Arbitration Panel; Better Business Bureau, Autoline Arbitration Panel; Certified Federal Sector Arbitrator, Federal Labor Relations Authority; Certified Family Mediator, National Association of Family Mediators, Certified Teacher Tenure and Probationary Retention Adjudicator (Iowa), Ad-hoc Hearing Officer, Los Angeles City Employee Relations Board, Phoenix City Employee Relations Board, and American Arbitration Association recognition and Representation Disputes National Panel.

Teaching: Adjunct Instructor, Labor Relations and Labor Law - National University (1988-1994); Instructor, Labor Relations and Labor Law - Des Moines Area Community College (1982-5). Dispute Resolution Trainer for National Academy of Arbitrators, American Arbitration Association, George Meany Center for Labor Studies, U.S. Forest Service/NFFE, CA Correctional Peace Officers Association; University of California/Davis, PORAC, IAFF, National Labor Relations Board, and various California parties covered by the two interest arbitration laws.

Author: Binding Interest 'Mediation': Plowing New Ground in California Agricultural Labor Relations" California Labor and Employment Law Quarterly (December, 2002); "Interest Arbitration for California Police and Firefighters – New Dynamics, New Concerns" California Public Employment Relations (December, 2000); "Statutory Construction in Impasse Resolution under S.B. 402: A Call for Alternative Methods" California Public Employment Relations (August, 2001); "Mediation Effectiveness in Public Sector Arbitration Systems - The Iowa Experience" Arbitration Journal (June 1984); "Factfinding: The Success Story in the Iowa Public Sector" 32 California Public Employment Relations, No. 71 (December, 1986). Editor: California Labor Law Digest and EEO - Discrimination in Employment Digest (California Chamber of Commerce, 1991-5).

Formerly: Ad hoc Hearing Officer, Iowa Civil Rights Commission; Program Coordinator, Midwest Consortium of Neutral Agencies;