

# Charles S. Loughran, Esq.

## Arbitrator, Mediator and Fact Finder

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**Primary Address** (*direct all communications here*):

6318 Bullard Dr.  
Oakland, CA 94611  
(510) 339-1970 (voice)  
(510) 338-3870 (fax)

**Alternate Address:**

42380 Skiway Dr.  
Klamath Falls, OR 97601

**Arbitration/Mediation Panels**

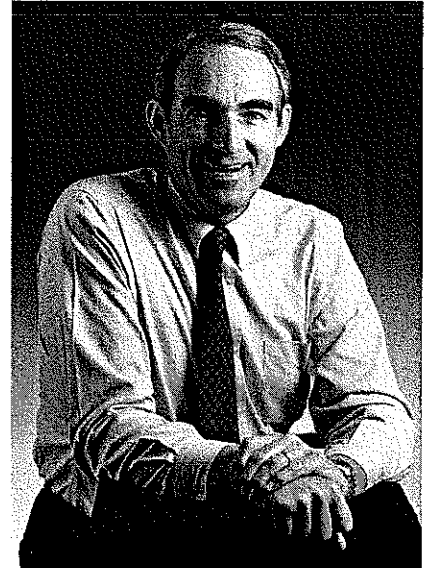
National Mediation Board (Railroad and Airline rosters)  
Federal Mediation and Conciliation Service  
California Mediation and Conciliation Service  
Oregon Employment Relations Board  
Equal Employment Opportunity Commission  
Northern District of California Federal Court

**Professional Affiliations:**

California Bar Association  
Association for Conflict Resolution

**Education**

BA	Economics	Johns Hopkins University	Baltimore, MD
MA	Economics	University of California	Berkeley, CA
JD	Law	Golden Gate University Law School	San Francisco, CA



**Arbitration//Mediation/Labor Relations Experience**

**2000– Present: Arbitrator, Mediator and Fact Finder** involving labor and employment disputes.

**1994-2000: Assistant Circuit Executive, Ninth Circuit Federal Courts.** Assisted in design and implementation of an Employee Dispute Resolution Plan, mediated employee disputes, assisted committees of judges in equal employment opportunity policy-making and Alternative Dispute Resolution programs

**1992-1994: President, Seahurst Associates–** Served as a consultant, arbitration advocate and representative before government agencies including the NLRB, EEOC and state labor organizations

**1987-1992: Vice President, Human Resources for Alaska Airlines–** Negotiated labor contracts with airline pilots, mechanics, ground service and customer service; Served as Chairman on four-member System Boards of Adjustment (Arbitration under Railway Labor Act) for all collective bargaining agreements.

**1975-1987: Director of Industrial Relations for Louisiana-Pacific Corporation**– Chief Negotiator for all Pacific Coast labor contracts; served as an advocate in scores of labor arbitration cases and before NLRB and all other federal and state labor agencies. Chairman, Lumber Industry Pension and Health and Welfare (Taft-Hartley) Trusts.

**1972-1975: Attorney- Pettit & Martin**– Legal representation in labor negotiations, arbitration, civil litigation and appearances before state and federal regulatory agencies. Served on a team of consultants for the California State Employees Association (CSEA) in that union's preparations for newly legislated collective bargaining.

### **Industry/Issues Experience**

**Industries:** Airlines, bakery, building products, construction, education, federal sector, health care, hotels/motels/casinos, hospital/nursing home, lumber, metal fabrication, office workers/clerical, packaging, police and fire protection, plastics, pulp and paper, retail stores, public education, state and local public services.

**Issues:** Absenteeism, arbitrability, bargaining unit work, conduct (off duty/personal), discipline (discharge) discipline (non-discharge), disability discrimination, drug/alcohol offenses, holidays, insurance, vacation, job performance, job posting/bidding, layoffs/bumping/recall, management rights, overtime pay, past practices, pension and welfare plans, promotion, safety/health conditions, seniority, sexual harassment, strikes, subcontracting/contracting out, tenure/reappointment, holiday pay, job classification, work hours/schedules/assignments

**Publications:** *How to Prepare and Present a Labor Arbitration Case* (BNA Books, 2<sup>nd</sup> Ed., 2006)  
*Negotiating a Labor Contract* (BNA Books, 3rd Ed., 2003)

**Teaching:** Adjunct Professor      University of Washington, Seattle (Graduate Business School)  
University of Michigan, Ann Arbor (Executive Mgt. Program)

### **Fee Schedule**

**Grievance Arbitration:** Per diem fee of \$1,000 applies to each full or partial day of hearing. If a hearing scheduled for one day exceeds eight hours, hours beyond eight are billed on a pro rata basis. Preparation, research and writing is prorated on an hourly basis of eight hours per day.

**Arbitration Cancellation Fee and Policy:** Cases cancelled with fewer than 15 business days notice are billed at one day's fee for each day that was scheduled for the hearing (e.g. \$1,000 for one scheduled day and \$2,000 for two scheduled days). Parties that cancel a case may substitute another case in the scheduled time slot with no cancellation fee.

**Interest Arbitration, Labor Mediation, and Fact Finding:** Per diem fee for each full or partial day of hearing is \$1600. Preparation, research and writing are billed at a rate of \$200 per hour.

**Travel Time & Travel Expenses:** Travel time and expenses to and from Oregon is billed from the Klamath Falls address or from the Portland International Airport, whichever is less costly to the parties. Travel required for cases in California, Nevada, Washington and Arizona is billed from the Oakland address. There is no charge for travel time on the day of the hearing. Travel required prior to or following the day(s) of the hearing is billed at a prorated percentage of the applicable per diem. Actual and reasonable expenditures for transportation, meals, lodging and tolls are billed at cost. Travel in the neutral's own vehicle is billed at the applicable IRS rate.