

**PHILIP TAMOUSH**  
**ARBITRATOR-FACTFINDER-MEDIATOR**  
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(Principal Office & Mailing Address)

San Francisco/East Bay  
249 W. Jackson St., #130  
Hayward, CA 94544

**BIOGRAPHICAL SKETCH**

Present Occupation: Labor Relations and Public Arbitrator, Factfinder, Mediator, Hearing Officer (full time since 1976)

**Dispute Resolution Experience**

Industries: I have acted as Labor Relations Grievance/Discipline Arbitrator in most major industries, including oil, aerospace, trucking, health services, mining, airlines, chemical, rubber, restaurant, telephone, manufacturing, and in every governmental level, including federal agencies, U.S. Postal Service, school and special districts, cities, counties, higher education, state government. I have been a negotiations Impasse Mediator, Factfinder and Interest Arbitrator in the public sector, including police, fire, schools, federal and postal agencies, and state government and higher education. I act as Hearing Officer/Examiner and Commissioner in LA City/County, LA Police Commission, various Civil Service Commissions. I am also a Public and Consumer Arbitrator in various consumer disputes panels such as auto, securities, attorney fee disputes, rent control, police permits and alarm revocations.

**Issues:** All issues in both ‘rights’ (grievance) and ‘interest’ (impasse), discipline/discharge, contract interpretation, safety, medical, wages, leaves of absence, transfers, layoffs and reductions-in-force, union agency fee disputes, employee benefits, pensions, class size, attendance, absence, etc. ‘Public’ issues include securities, attorney fee, rent control, automobile ‘lemon law’.

**Permanent Labor Relations Panels:** US Federal Mediation & Conciliation Service; National Mediation Board; US Postal Service, American Arbitration Association, California State Mediation & Conciliation Service; California Public Employment Relations Board, LA City & County Civil Service, Employees Relations and Police Board of Rights panels. On Arbitration/Factfinder rosters of 11 states/local agencies including Oregon, Nevada, Washington, Kansas, Phoenix, Montana, Hawaii, Anchorage, etc. I am named in over 30 collective bargaining agreements as a sole arbitrator or member of an arbitration panel (air pollution district, supermarket, hotels, aerospace, trucking, paper, telephone, medical, hospitals, Las Vegas Hotels, Federal agencies (Social Security and Federal Aviation Administration), state government, universities, cities, counties, schools and special districts). I have arbitrated in every major industry and level of government in over 25 years of full time experience.

**Other Relevant Information:** Available to travel throughout the country, especially western U.S. Fee Schedule: \$1200 per day (hearings and deliberations/writing) or as negotiated. Cancellation Policy: One day per diem (\$1200) for less than three weeks notice of any cancellation/postponement. Travel Charges: I charge for travel reimbursement from Portland only, unless the parties have any other travel

reimbursement agreement

**Work History:**

Title of Position and Dates:

Labor Arbitrator/Factfinder/Mediator and Instructor in Labor Relations (1976-present)  
Administrator, Institute of Industrial Relations, UCLA (1970-76)  
Chief, Personnel & Employee Relations (LA County Dept of Social Services) (1968-70)  
Personnel & Employee Relations Analyst; Personnel Administrator (LA County) (1961-68)  
Instructor, Supervision and Management Courses, LA Community Colleges (1963-68)  
Adjunct Professor/Instructor, UCLA Extension and Cal State, Dominguez Hills (1978-83)  
Public Arbitrator, National Association of Securities Dealers; LA County Bar Association, FORD  
Motors Consumer Panel, Better Business Bureau Dispute Panel, National Futures Association, New  
York Stock Exchange, American Stock Exchange, Pacific Stock Exchange and other consumer  
arbitration programs. Administer Dispute Resolution program for Publishers Marketing Association  
(3500 members) (1985-present)

**Education & Professional Associations:**

MBA ((Industrial Relations) and BS (Letters and Sciences), UCLA (1955-61)  
Post-Graduate Courses in Dispute Resolution, Pension Administration, Employee Benefits, Securities  
Dispute Resolution (1977-1999)  
Lifetime Teaching Credential in California Community Colleges  
Member, National Academy of Arbitrators, IRRA, Publishers Marketing Association, American  
Arbitration Association, International Society of Prosthetics & Orthotics  
President, Mutual Amputee Aid Foundation of Southern California (2004-present)  
Member of Consumer Arbitration Panels: National Association of Securities Dealers, National Center  
for Dispute Settlement, Better Business Bureau, Ford Motors Arbitration Panel  
Member of the Boards of South Bay Dispute Resolution Center, South Bay Vocational Center,  
American Board for Certification of Orthotics and Prosthetics, Publishers Marketing Association  
Formerly, Member of various Civil Service, Employee Relations Boards (Yolo, Torrance, San Diego  
County)  
Formerly, Member of Boards of Pacific Association of Secondary Colleges Accrediting Association; St.  
Herman's Theological Seminary, Amputee Coalition of America, Orthotics & Prosthetics Assistance  
Fund

**Other**

Since 2000, I have developed an Alternative Dispute Resolution program for the Publishers  
Marketing Association (3600 members) and the American Board for Certification of Orthotists and  
Prosthetists (4000 members). I assist in administering these programs. Recently, I worked with other  
professionals and we developed a complete re-write of the Code of Professional Responsibility for  
Orthotists and Prosthetists who are certified by the American Board of Certification. I have written and  
had published approximately ten articles on dispute resolution.

September, 2007