

CAROL A. VENDRILLO, Esq.  
Arbitrator  
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### **Present Occupation:**

Neutral arbitrator, mediator, and factfinder (1999 to present)

California Public Employee Relations Program, U.C. Berkeley, Institute for Research on Labor and Employment (Associate Editor 1988 to 1994); Director (1994 to present)

Annual revision editor, *California Public Sector Labor Relations*, Lexus/Nexus (2004 to present)

### **Professional Associations:**

State Bar of California (Admitted 1977)

Labor and Employment Section, State Bar Executive Committee (1998 to 2006); Chair of Section (2001-2002)

California Public Employment Relations Board Advisory Committee

### **Arbitration Experience:**

*Issues:* Agency fees, arbitrability, assignment of duties, back pay and remedies, contract interpretation, denial of promotion, disability retirement, discipline and discharge, dress code violations, education qualifications, failure to meet and confer, free speech, health benefits, insubordination, interest arbitration, job reclassification, layoff, medical benefits, minimum qualifications, mitigation of damages, overtime, parity agreements, performance evaluations, promotions, reinstatement, retaliation for union activity, safety violations, salary determinations, sex and race discrimination/harassment, shift differentials, step and column salary placement, supervisory status, threats of violence, travel expenditures and reimbursement, unilateral change, use of excessive force, working out-of-class, work preservation.

*Areas of Service:* building trades, community college districts, state government, city and county governments, federal government, fire protection services, higher education, K-12

public schools, law enforcement, non-profit organizations, special districts, port facilities, transit.

### **Permanent Panels:**

American Arbitration Association, California Public Employment Relations Board, California State Mediation and Conciliation Service, Federal Mediation and Conciliation Service, Los Angeles City Employee Relations Board, Los Angeles Civil Service Commission, Oregon Employment Relations Board, San Francisco Retirement Board.

### **FEES AND CHARGES**

*Arbitration, Factfinding, and Other Professional Services:* A per diem rate of \$1,500 is charged for each scheduled day of hearing and for research and preparation of the decision. A hearing day is any portion of a day, up to eight (8) hours.

*Travel Time:* There is no charge for travel time unless more than three (3) hours is expended to arrive at and return from the hearing location. The charge for travel time is pro-rated based on the per diem fee.

*Expenses:* The parties are charged for required air travel, car rental fees or alternative ground transportation, airport parking, and lodging (if an overnight stay is necessary. Mileage for the use of a personal vehicle is not charged.

*Cancellation or Postponement of Scheduled Hearing Days:* A cancellation fee of \$1,500 is charged for each day of hearing that is cancelled or postponed fewer than 14 calendar days in advanced of the scheduled hearing date(s).

*Court Reporter and Transcription Services:* The parties are expected to make arrangements for a court reporter and are responsible for the costs associated with that service.

*Payment Policy:* All charges are borne equally by the parties unless a different allocation of expenses has been agreed to by the parties. All charges are due within thirty (30) days of the date that appears on the invoice.