Paul D. Roose, Arbitrator and Mediator

Golden Gate Dispute Resolution
Oakland, California

Work Experience

- **Arbitrator and Mediator,** Golden Gate Dispute Resolution (2012 – present)
- **Supervising Conciliator (Chief)** California State Mediation & Conciliation Service (2005 – 2012)
- **Conciliator / Mediator** California State Mediation & Conciliation Service (1998 – 2005)
- **Field Representative / Lead Field Representative** SEIU Healthcare Workers Local 250 (1991-1997)
- **President** National Association of Letter Carriers Greater East Bay Branch 1111 (1983 – 1991)
- **Letter Carrier / Shop Steward / Chief Shop Steward** Nat. Assoc. of Letter Carriers Greater East Bay Branch 1111 (1978 – 1983)
- **Postal Clerk / Letter Sorting Machine Operator** U.S. Postal Service (1974 – 1976)

Arbitration, Factfinding and Mediation Panels

Amer. Arb. Assoc. Labor Panel * Fed. Mediation and Conciliation Service Roster of Arbitrators * Nat. Mediation Board Roster of Arbitrators * CA State Mediation and Conciliation Service Arbitrator Panel * Nevada Employee-Management Relations Board Mediators Roster * Oregon Employment Relations Board Panel of Arbitrators and Factfinders * Washington Public Employment Relations Commission Dispute Resolution Panel * CA Public Employment Relations Board MMBA Fact Finder Panel * City of Los Angeles Employment Relations Board Arbitrator Panel * Bay Area Rapid Transit – ATU & SEIU * Brentwood Union School District – Brentwood Teachers' Association * CA State University – State Employees Trades Council (Arbitration), CA Faculty Association (Mediation), and CSUEU (Permanent Umpire) * City and County of San Francisco – SEIU * Santa Clara County – SEIU * Stanford University – SEIU * Univ. of CA – AFSCME & UAW * UC Davis – IAFF

Education

- **Bachelor of Arts with Honors in History** Swarthmore College (1974)
- **Mediator Certificate** Institute for the Study of Alternative Dispute Resolution, Humboldt State University (1999)

Publications

- **"Surviving Your First Labor Arbitration: Tips for the New Advocate,"** American Arbitration Association Dispute Resolution Journal, March 2015. (with Catherine Harris)
- "**Grievance Mediation 101**," California Labor and Employment Law Review, November 2007.
- **"Process, Strategy and Tactics in Labor-Management Mediation,"** American Arbitration Association Dispute Resolution Journal, November 2003 - January 2004. Reprinted in Labor-Management Relations Annual Editions 05/06 (McGraw-Hill / Dushkin, 2005).
- **"The Mediators' Role as Gatekeeper Under EERA and HEERA,"** California Public Employee Relations Journal, April 2010. (with Gerald Fecher)

Professional Affiliations

- Association for Dispute Resolution of Northern California
- Association for Conflict Resolution
- Labor and Employment Relations Association of Northern California

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Paul D. Roose, Arbitrator and Mediator
Golden Gate Dispute Resolution
Oakland, California and Ashland, Oregon

Oregon Employment Relations Board Panel Rates

Per diem for Arbitration, Factfinding, and Mediation

- $1200 per day
- Second day begins at midnight
- $600 per day cancellation fee unless cancelled 28 days prior
- No charge for travel time

Arbitration research, file review, and writing time

- $200 per hour

Expenses

- For Oregon ERB cases, expenses billed from Ashland, Oregon