

**KATHERINE J. THOMSON**  
*Arbitrator, Mediator, Factfinder*

3060 El Cerrito Plaza, No. 333, El Cerrito, California 94530  
(510) 528-3005  
kthomsonarb@outlook.com

- ROSTERS/  
PANELS:** Federal Mediation & Conciliation Service, California State Mediation & Conciliation Service, AT&T & Communication Workers, CDF Firefighters & California, UC & AFSCME, Associated General Contractors & Laborers, Santa Clara Co. & RNPA, CSU & CFA, San Francisco & IFPTE and others
- WORK  
EXPERIENCE:** Co-Director, California Public Employee Relations Program, University of California, Berkeley: August 2010-May 2013; Editor, *California Public Employee Relations*, 2011-2013; Associate Editor, 2002-2010
- Associate, LAW OFFICES OF ROBERT J. BEZEMEK  
Oakland, California, 1989-1996: public sector labor relations, vested retirement benefits, discrimination, academic tenure; litigated in court, arbitration, and before PERB
- Associate, ALLRED, MAROKO, GOLDBERG & RIBAKOFF  
Los Angeles, California, 1986-1988: litigated employment discrimination, harassment, wrongful termination cases
- ISSUES:** Arbitrability, contract interpretation, discipline and dismissal, discrimination, harassment, attendance, bargaining unit work, off-duty conduct, drug-testing, workload, wages, hours, promotions, due process, First Amendment, safety, transfer, reassignment, classification, overtime, personnel files, health benefits, sick leave, disability, post and bid, layoffs, management rights, seniority, job performance, FMLA, vacation pay, workplace violence, contracting out
- INDUSTRIES:** Education, public sector, communications, food, distillery, machinery, health care, aerospace, fire, corrections, hospitality, utility, transit, metal fabrication
- EDUCATION:** J.D., Boalt Hall School of Law, University of California, Berkeley, 1985  
B.A. summa cum laude, Quantitative Psychology, University of California, Los Angeles, March 1982; Phi Beta Kappa
- ARTICLES  
and BOOKS:** *Pocket Guide to Public Sector Arbitration: California*  
with Bonnie Bogue and Frank Silver. (Berkeley, CA: CPER, U.C., 2015)  
*Pocket Guide to Just Cause: Discipline and Discharge Arbitration*  
with Bonnie Bogue. (Berkeley, CA: CPER, U.C., 2010)  
Arbitrator May Rule on Legal Defense to Grievance  
180 *California Public Employee Relations* 28 (2006)  
Retirement Health Benefits: Gratuity or Guarantee?  
121 *California Public Employee Relations* 20 (1996)  
The Disparate Impact Theory: Congressional Intent in 1972  
8 *Industrial Relations Law Journal* 105 (1986)
- MEMBERSHIPS:** National Academy of Arbitrators; Executive Committee, Bar Association of San Francisco Labor & Employment Section; State Bar of California

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**FEE SCHEDULE**

**Labor Arbitration and Factfinding:**

\$1,800.00 per diem for each scheduled hearing day. Proceedings in excess of eight hours in a day are subject to additional charges. Time for study, preparation, writing, motions and conference calls is charged at pro-rated per diem rate.

\$1,650.00 cancellation fee for each hearing day, unless the Arbitrator receives notice of cancellation or postponement of the hearing at least 15 days before the hearing date.

**Employment Mediation and Arbitration:**

\$300.00 per hour for hearing/mediation, study, preparation, writing, motions, telephone calls, and conference calls.

Travel expenses within Oregon, transportation expenses, and extraordinary expenses such as hearing room, messenger, and conference call expenses are charged to the parties. Mileage is charged at the applicable IRS expense rate. Travel time on prior day and round trips greater than 3.5 hours on the day of hearing is charged on a pro-rated basis.