



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Ronald Hoh

Current occupation or profession: Arbitrator/Mediator/Factfinder

Business address: 3353 Cottage Way #99

City/State: Sacramento, California Zip: 95825

Business Phone: (916) 202-7718 Information updated: 8/2015
FAX: (916) 979-9131
E-mail: arbtr8r@icloud.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 1900 As interest arbitrator: 68
As mediator: 400 As fact-finder: 52

Employment with impartial labor relations administrative agencies:

California Public Employment Relations Board From: 9/85 To: 8/87
Capacity or position: Regional Director, Sacramento Office

Iowa Public Employment Relations Board From: 7/80 To: 9/85
Capacity or position: Director, Mediation Services

Iowa Public Employment Relations Board From: 3/75 To: 7/80
Capacity or position: Mediator/Administrative Law Judge

National Labor Relations Board From: 2/74 To: 3/75
Title or capacity: Field Examiner, Milwaukee, Wisconsin

National Labor Relations Board From: 5/73 To: 9/73
Title or capacity: Intern Field Examiner, Peoria, Illinois

Brief description of industries and issues dealt with:

Since 1981, functioned as a grievance arbitrator, interest arbitrator, and fact-finder, primarily in cases involving federal, state, county and municipal governments, in the coal industry, and with innumerable private employers and unions. Full-time arbitrator since 1987. Member, National Academy of Arbitrators since 1993. Functioned as mediator/arbitrator in City of Bremerton/Bremerton Police Association, 1990, and as grievance arbitrator with those parties in 1991, as well as several other Washington cases. Extensive public sector experience in California, Oregon, Washington, Alaska, Utah, Nevada, Hawaii, Montana, Missouri, Nebraska, Kansas, Iowa and Illinois. Member of numerous permanent panels in both public and private sectors in several western and midwestern states.

Grievance issues have involved virtually every type of issue, including matters such as seniority, layoff, recall, bumping, unit coverage, work performance matters, work rules, leaves of absence, holiday and vacation pay, overtime eligibility and pay, shift hours, alcohol and drug abuse, arbitrability, management rights, past practice, discipline and discharge, subcontracting, demotion, union business, job evaluation, training, transfer, reporting pay and pay rates.

Fact-finding and interest arbitration issues such as wages, longevity, insurance, ability to pay, comparability, extra-duty pay, seniority, staff reduction, transfer, grievance procedures, evaluation procedures, health and safety, union rights, management rights, insurance and hours. Factfinding and/or interest arbitration experience in nine states.

OTHER QUALIFYING EXPERIENCE:

Des Moines Area Community College (Iowa) From: 6/83 To: 9/85.
Title or capacity: Instructor, Labor Rel. & Labor Law (part-time)

National University (California) From: 5/88 To: 1994.
Title or capacity: Instructor, Labor Rel. & Labor Law (part-time)

Editor, California Labor Law Digest and EEO: Discrimination in Employment Digest
From: 5/91 To: 5/96.

EDUCATIONAL BACKGROUND:

B.A., Labor Economics, University of Illinois, 1972.
M.A., Labor and Industrial Relations, University of Illinois, 1974.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Member since: 1993.
Society of Professionals in Dispute Resolution, Member since: 1977.
National Assn. of Administrative Law Judges, Member since: 1979.
Industrial Relations Assn. of Northern California, Member since: 1985 (Executive Board, 1990-91; and 2013-Present; President, 1990-92).
Sacramento County Bar Assn., Labor Law Section, Member since: 1988.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.
Constraints on availability: None.

CURRENT FEES:

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| Hourly or per diem rate: | \$1350 per day, plus expenses. |
| Cancellation, etc. fees: | One day of per diem for per scheduled hearing date for notice of postponement or cancellation received less than 45 days before the scheduled hearing date(s). Case substitutions on the scheduled hearing dates are allowed without charge. |
| Travel/subsistence fees: | Actual expenses. |
| Other fees charged: | None. |