



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

**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Charles S. Loughran

Current Profession: Arbitrator and Mediator

Business address: 6318 Bullard Drive

City/State: Oakland, California Zip: 94611

Business Phone: (510) 339-1970 Information current as of: 12/2015
Email: chuckloughran@yahoo.com

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

As grievance arbitrator: 80 +

As interest arbitrator: 1

As mediator: 100 +

As fact-finder: 6

Employment with impartial labor relations administrative agencies: None.

Industries dealt with: Federal, State and Municipal public sector including law enforcement, education, and health care, grocery and other retail stores, bakery, building products, construction, education, emergency services, energy services, private health care and nursing facilities, food processing, hospitality industry, information technology, lumber/wood products, manufacturing, medical care, metal fabrication, mining, office workers/clerical, packaging, plastics, prisons, public utilities, pulp and paper, reporting pay, retail grocery, security services, sports venues and waste hauling/disposal.

Issues dealt with: Absenteeism, arbitrability, bargaining unit work, conduct (off duty/personal), discharge, discipline (non-discharge), disability discrimination, drug/alcohol testing and offenses, holidays, insurance, IT-related issues, vacation, job performance, job posting/bidding, layoffs/bumping/recall, management rights, overtime pay and entitlement, past practices, pension and welfare plans, promotion, safety/health conditions, seniority, sexual harassment, shift differentials, strikes, subcontracting/outsourcing, tenure/reappointment, holiday pay, job classification, work hours, schedules and assignments.

OTHER QUALIFYING EXPERIENCE:

Charles S. Loughran, Esq. From: 2000 To: Present.
Title or capacity: Arbitrator & Mediator (Impartial)

Ninth Circuit Federal Courts – Office of the Circuit Executive From: 1994 To: 2000.
Title or capacity: Assistant Circuit Executive for Human Resources
(Impartial; non-union work units)

Seahurst Associates – Management Consultant Firm From: 1992 To: 1994.
Title or capacity: President (Advocacy)

Alaska Airlines From: 1987 To: 1992.
Title or capacity: Vice President – Human Resources (Advocacy)

EDUCATIONAL BACKGROUND:

B.A., Economics, Johns Hopkins University, Baltimore, Maryland, 1959.

M.A., Economics, University of California - Berkeley, 1961.

J.D., Law, Golden Gate University Law School, 1971.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, California Bar Association, Admitted 1971.

U.S. District Court – Northern District of California, Admitted 1971.

PUBLICATIONS

Negotiating a Labor Contract (BNA Books, 3rd Edition, 2003)

How to Prepare and Present a Labor Arbitration Case (BNA Books, 2nd Edition, 2006)

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators

California State Bar

AVAILABILITY:

Grievance arbitration, Interest Arbitration, Mediation.

CURRENT FEES:

Hourly or per diem rate: \$2000 per day-grievance arbitration;

\$2,500 per day- interest arbitration

Cancellation, etc. fees: Payment for each day of hearing canceled if notice received less than 15 business days prior to the hearing.