



**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: Jonathan S. Monat

Current profession: Labor Arbitrator

Business address: 14240 Interurban South, Suite 248  
Tukwila, Washington Zip: 98188  
or: 1893 North College Circle  
Long Beach, California Zip: 90815

Business Phone: (206) 292-0556 Information current as of: 4/2016  
Residence Phone: (562) 594-6132  
Fax: (562) 431-9867 E-mail: [j.monat@verizon.net](mailto:j.monat@verizon.net)

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

As grievance arbitrator: 547 As interest arbitrator: 25  
As mediator: 1 As fact-finder: 24

Brief description of industries and issues dealt with:

Issues: Absenteeism, arbitrability, work-assignment, demotion, discharge, discipline, job classification, job posting & bidding, layoff, bumping & recall, mergers, consolidated contract terms, overtime, past practice, rate of pay, reporting/call-in/callback pay, safety, scheduling of work, seniority, severance pay, subcontracting, training, transf., vacations & vacation pay, hours of work, FMLA, ADA, discrimination, sexual harassment, others.

Industries: Aerospace, agriculture, airlines, aluminum, automotive, canning, cement, communications, construction, education, Federal sector grievance, food, health care, hotel/restaurant, local government, lumber, manufacturing, miscellaneous, mining, petroleum, police & fire, public sector grievance, public sector interest, railroads, retail stores, rubber, service, transportation, utilities, U.S. Postal Service.

EDUCATIONAL BACKGROUND:

Ph.D., Industrial Relations, University of Minnesota.  
M.S., Management/Employee Relations, San Diego State University.  
B.S., Business Administration, UCLA.

OTHER QUALIFYING EXPERIENCE:

California State University - Long Beach From: 1978 To: 2011  
 Title or position: Professor Emeritus, Department of Management/Human Resources

Western Washington University From: 1972 To: 1978  
 Title or position: Professor, Personnel/Industrial Relations

California State University - Hayward From: 1970 To: 1971  
 Position: Assistant Professor, HRM

Hennepin County, Minnesota, HR Planning Specialist From: 1969 To: 1969  
 Title or position: Manpower Planning Specialist

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Sr. Professional in Human Resources, Society for Human Resources Management.  
 Airline Transport Pilot (ATP) Certificate and Flight Instructor

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators.  
 Labor and Employment Relations Association.  
 Local Industrial Relations Research Association Chapters (Orange County, Northwest).

AVAILABILITY:

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

CURRENT FEES:

Hourly or per diem rate: \$1500 per diem, hearing, study, and research, for first day.  
 Pro-rated fee for subsequent days.

Cancellation, etc. fees: One per diem within 21 days of calendared hearing. Half  
 per diem within 30 days of calendared hearing.

Travel/subsistence fees: All travel based from Seattle, specific expenses of travel,  
 time if more than two hours from Seattle.

Other fees charged: Airline cancellation fees, hotel cancellation fees.