



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: Philip Tamoush

Current profession: Arbitrator, Factfinder, Mediator

Business address: Post Office Box 1128, Torrance, CA 90505-0128

Business Phone: (800) 747-9245 Information current as of: 1/2014
FAX: (888) 412-0628
E-mail: philip@tamoush.com

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

As grievance arbitrator: 1500 As interest arbitrator: 20
As mediator: 15 As fact-finder: 150

Employment with impartial labor relations administrative agencies:

California Education Employment Relations Board From: 4/76 To: 4/77
Capacity or position: Ad Hoc Hearing Officer

Brief description of industries and issues dealt with as arbitrator:

Industries: I have acted as Labor Relations Grievance/Discipline Arbitrator in most major industries, including oil, aerospace, trucking, health services, mining, airlines, chemical, rubber restaurant, telephone, manufacturing, and in every governmental level, including federal agencies, U.S. Postal Service, school and special districts, cities, counties, higher education, state government. I have been a negotiations Impasse Mediator, Factfinder and Interest Arbitrator in the public sector, including police, fire, schools, federal and postal agencies, and state government and higher education.

Issues: All issues in both “rights” (grievance) and “interest” (impasse), discipline/discharge, contract interpretation, safety, medical, wages, leaves of absence, transfers, layoffs and reductions-in-force, union agency fee disputes, employee benefits, pensions, class size, attendance, absence, etc. “Public” issues include securities, attorney fee, rent control, automobile “lemon law”.

OTHER QUALIFYING EXPERIENCE:

<u>County of Los Angeles</u> Title or capacity: <u>Personnel/Labor Relations Administrator</u>	From: <u>8/61</u> To: <u>11/70</u> .
<u>Institute of Industrial Relations, UCLA</u> Title or capacity: <u>Training/Education Administrator</u>	From: <u>11/70</u> To: <u>4/76</u> .
<u>UCLA, UC Davis and California State University</u> Title or capacity: <u>Adjunct Professor/Instructor</u>	From: <u>1/73</u> To: <u>6/82</u> .

EDUCATIONAL BACKGROUND:

B.S., Business Administration, UCLA, 1959.
M.B.A., Industrial Relations, UCLA, 1961.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Educator, Community College Teaching, State of California, 1965.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Member since: 1982.
Labor and Employment Relations Association, Member since: 1959.
American Arbitration Association, Member since: 1976.

AVAILABILITY:

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

CURRENT FEES:

Hourly or per diem rate: \$1500 per day (hearings & deliberations/writing), or as negotiated.

Cancellation, etc. fees: \$1500 per day for less than three weeks notice of any cancellation/postponement.

Travel/subsistence fees: Travel reimbursement from Seattle or Portland, depending on location of hearing, unless the parties have any other travel reimbursement agreement.

Other fees charged: