

CARL C. BOSLAND, ESQ.

Arbitrator, Hearing Officer, Impartial Factfinder
Member, National Academy of Arbitrators

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ARBITRATION ROSTERS
National
Federal Mediation and Conciliation Service
National Mediation Board
National Arbitration and Mediation
National Arbitration Forum
The Laor Relations Connection, Inc.
State/City
Oregon Employment Relations Board
DC Public Employee Relations Board
California Mediation & Conciliation Service
Montana Board of Personnel Appeals
Alaska Labor Relations Agency
LA County Employee Relations Commission
Nebraska Commission of Industrial Relations
Kansas Public Employee Relations Board
Idaho Department of Commerce & Labor
Rhode Island Dept. of Labor (arbitrator/mediator)

ARBITRATION PANELS: I serve/have served on the following representative arbitration panels: TForce, Western Region Freight Committee; CWA & Quest; UFCW Local 1564 & Smith's Food & Drug Stores; UFCW Local 1564 & Albertson's LLC/United Supermarkets; Western Region TForce Freight Committee; FAA/NATCA National Panel; FAA/NATCA PARX Panel; United States Postal Service & National Association of Letter Carriers; IRS/NTEU Fact Finding; State of Rhode Island & Rhode Island State Employee Labor Unions; USPS/APWU; NPMHU/USPS; IRS/NTEU; AFGE/DOJ BOP; Army/AFGE; Safeway/UFCW; United Steelworkers International Union/Flex-N-Gate Oklahome, LLC; United Mineworkers/Decker Coal Co.; IBEW/Central NM Electric Power Cooperative, Inc.; IAFF/City of Broken Arrow, OK; Parks/TA Operating LLC; Bernalillo County, NM/AFSCME; USDOL/AFGE.

PROFESSIONAL HISTORY:
Commencing August 2020 – Arbitrator, Hearing Officer, Impartial Factfinder.
2014-August 2020: Held various positions with the United States Postal Service, including Chief Counsel, Labor Relations & Safety, Chief Counsel, Employment Law, Chief Counsel, National Employment Litigation (Class Action) Unit, and Managing Counsel, Capital Metro Area Law Office. Also served as lead counsel for the 2018 USPS-APWU collective bargaining negotiations and co-counsel, 2015 USPS-APWU interest arbitration litigation.
2002-2014: Arbitrator, mediator, fact finder. Arbitrate/mediate public (federal, state, city) and private sector labor/employment grievance and employment disputes. Issued 400+ written decisions.
1999 to 2002: Held various positions with the U.S. Postal Service, including attorney, senior litigation counsel, and Deputy Managing Counsel providing counsel and litigation representation on broad spectrum of labor and employment law issues before the EEOC, MSPB, OSHA, and federal courts. Served temporary assignments as Managing Counsel, USPS Philadelphia Law Office; Manager, national MSPB Task Force; Special Assistant U.S. Attorney. Member; Practice and Procedure Committee, NLRB Region 27.

1986-1991, Associate in private sector New Jersey law firms responsible for counselling and representation of individuals and employers in labor and employment law matters.

INDUSTRIES:
Aerospace, agriculture, automotive assembly, bakery, building products, casinos, chemicals, communications, construction, education, energy, food (manufacturing, processing, service), healthcare, hotels, hospitals, hospitality, lumber, manufacturing, meat packing, office workers/clerical, packaging, petroleum/petrochemicals, plastics, police and fire, printing and publishing, pulp and paper, restaurants, retail stores, mining, transportation, trucking and storage, utilities, and warehousing. Arbitrated public sector cases (local, state, federal), including USPS, IRS, DOL, DOJ BOP, DHS, USDA, FAA, civilian military, corrections, healthcare, city services, custodial services, airport operations, zoo operations, clerical, education, parks and recreation, senior services, and public sector contractor services.

ISSUES:
Absenteeism; age discrimination; arbitrability; bargaining unit work; color discrimination; conduct (off-duty and on duty); contract disputes; cross-craft issues; demotion; discipline (non-discharge & discharge); disability/reasonable accommodation issues; race discrimination; national origin discrimination; religious discrimination; sex discrimination; sexual harassment; sexual orientation discrimination; retaliation/reprisal; drug/alcohol offenses; due process; ethics; just cause; Family and Medical Leave issues; layoffs/bumping/recall; leave; vacation; hiring practices; job performance; job posting/bidding; jurisdictional disputes; management rights; overtime; union time; past practices; pay issues; promotion; safety/health issues; health care issues; schedule changes; seniority; strikes, lockouts and work stoppages; subcontracting/contracting out; theft; unfair labor practices; union security; wages, including cost of living pay, holiday pay, incentive pay, job classifications and rates, merit pay, overtime pay, severance pay, vacation pay; work hours/schedules/assignments, working conditions/work orders; and violence or threats.

EDUCATION

LL.M.	Labor Law	New York University	1990
	Recipient, Seymour Goldstein Memorial Prize for Academic Excellence in Labor Relations		
J.D.	Law	Fordham University	1986
B.A.	Political Science	Hobart College	1983

BAR ADMISSIONS, CERTIFICATES, AND OTHER EDUCATION

Law	New York	1991
Law	New Jersey	1986

Conflict Resolution — University of Utah — 1999
Certificate with honors

- Award, *Outstanding Mediator.*
- Award, *Negotiari Cum Vis* (Power Negotiator).
- Award, *I am an Attorney and I will always be an Attorney, But I am still a Human Being.*

Health Care Arbitration

- 2023 American Health Law Association Health Care Arbitrator Training.

Railroad and Airline Arbitration Training

- 2008 – Union Pacific/United Transportation Union Railroad Arbitrators' Orientation. Omaha, NE. Drafted half a dozen RR decisions.
- 2023 – Arbitrator Training for Airline Pilots, Flight Attendants, and Ground Crew Issues, National Academy of Arbitrators Annual Meeting & Education Conference, Denver, CO
- 2023 – Amtrak Training, National Association of Railroad Referees, Washington, DC

SIGNIFICANT PUBLICATIONS

- *Labor Arbitration Practice for the Federal Sector, 4th Ed.* (Dewey Publications, Inc. 2025)
- *COVID-19 and Federal Sector Labor and Employment Law* (Dewey Pub., Inc. 2022)
- *A Federal Sector Guide to the Family and Medical Leave Act & Related Litigation 5th Ed.* (Dewey Publications, Inc. 2023)
- *FMLA Basics: A Federal Supervisors Guide to the Family and Medical Leave Act, 2d Ed.* (Dewey Pub. Inc. 2017)
- *A School Administrator's Guide to the Family and Medical Leave Act* (Rowman & Littlefield, 2007)
- *What You Don't Know Can Get You Sued,* Government Executive (April 1, 2004)
- *"End Run" Bargaining,* New Jersey Lawyer, No. 137 (Nov./Dec. 1990)

SELECTED PRESENTATIONS

2023: Co-Author, NAA Committee Reports, *Future of the Profession*; *Federal Sector* Conference Program Manager, 2023 Labor-Management Conference, National Academy of Arbitrators, Southwest/Rockies Region
2022: Conference Program Manager, 2022 Labor-Management Conference, National Academy of Arbitrators, Southwest/Rockies Region; Presenter, *COVID-19 and Labor Arbitration Arbitrator Practices Do's and Don'ts***,** National ZOOM, National Academy of Arbitrators, Continuing Education Committee.
2020: *Arbitrator Practices Do's and Don'ts*, 43rd Annual Labor-Management Conference, National Academy of Arbitrators, Southwest/Rockies Region
2019: *FMLA Update*, 46th Annual Symposium, Society of Federal Labor and Employee Relations Professionals
2017: A *Basic Guide to Successfully Making and Meeting Objections in Grievance Arbitration Hearings,* 40th Annual Labor-Management Conference, National Academy of Arbitrators, Southwest/Rockies Region
2016: *FMLA Update*, 43rd Annual Symposium, Society of Federal Labor and Employee Relations Professionals
2015: *Arbitrating Attendance: Developments in the Laws Protecting Absences from Work - The FMLA, ADA, TITLE VII, USERRA and Many More,* 38th Annual Labor-Management Conference, National Academy of Arbitrators, Southwest/Rockies Region
2013: *Best Practices for Advocates*, 36th Annual Labor-Management Conference, National Academy of Arbitrators, Southwest/Rockies Region
2011: *FMLA Update,* Chicago-Kent College of Law, Annual Federal Sector Labor Relations and Labor Law Conference
2010: *Postal Arbitration: Time for a Change,* Moderator, 33rd Annual Labor-Management Conference, National Academy of Arbitrators
2010: *FMLA Update,* LERA, Rocky Mountain Chapter
2009: *FMLA*, One-Day Workshop, Federal Employment Law Training Group
2009: *FMLA*, Colorado Human Resources Association
2008: *FMLA*, One-Day Workshop, Federal Employment Law Training Group
2008: *FMLA***,** New Orleans Federal Executive Board
2007: *FMLA*, Annual Spring Conference*,* Florida Association of School Personnel Administrators
2007: *FMLA*, 54th Annual Spring Conference, Colorado Association of School Business Officials
2007: *Understanding Federal Employee FMLA Rights*, LRP Audio Conference
2006: *Arbitration and the Family and Medical Leave Act*, National Academy of Arbitrators, Southwest Region 29th Annual Labor-Management Conference

PROFESSIONAL AFFILIATIONS

Member, National Academy of Arbitrators, 2009

Labor and Employee Relations Association
Southern California
American, New Jersey, and New York Bar Associations,
Labor and Employment and Alternative Dispute Resolution Sections
Society of Federal Labor and Employee Relations Professionals
Past President, DC Chapter

FEES:
Per Diem: For all matters, $2,200.00 per diem for a hearing day of up to 8 hours, and for the preparation of the opinion and award. Time spent in excess of an 8-hour hearing day, or expended pre- or post-hearing (e.g., conference calls, motions, evidentiary or other rulings, etc.) is charged at $275 an hour, calculated in 6-minute increments.
Travel time: Travel time of 3 hours or less one way on the day of the hearing is not charged. Travel time that exceeds 3 hours one way on the day of the hearing will require travel the day before the hearing and is charged a half day per diem for travel of 4 hours or less, and a full-day per diem for travel time over 4 hours. Travel time is calculated door-to-door by the means of transportation (e.g., automobile, train, airplane) selected by the arbitrator.
Expenses: Reasonable expenses including, as appropriate, mileage (at the prevailing IRS rate), rental car, UBER/Lyft, Taxi, parking, tolls, train fare, coach airfare, lodging, and meals (meals are not charged where travel is on the same day as the hearing).
Cancellation: Cancellation/ rescheduling of a scheduled 1-day hearing with less than thirty (30) days' notice may incur a per diem fee ($2,200). Hearings scheduled for two or more consecutive days require 60 days' notice to avoid a cancellation fee. Cancellation of hearings scheduled for two or more consecutive days with less than 60 days' notice may incur a per diem fee for each cancelled hearing day. Cancellation charges also include any expenses incurred (e.g., cancelled flights and lodging charges).