

**Andrea L. Dooley, Arbitrator • 953 W. MacArthur Blvd # 12 • Oakland, CA 94608**  
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## **PROFESSIONAL EXPERIENCE**

June 2024-January 2025: Sabbatical (expedited matters only)

2014-present: Arbitrator (grievance and arbitrations, fact-finding hearings, civil service hearings, mediation, labor-management partnerships, interest-based bargaining)

2022-2023: Lecturer, Berkeley Law School, University of California

2011-2014: Safety Leader, Kaiser Permanente, Oakland, California

2009-2011: National Coordinator, Coalition of Kaiser Permanente Unions, Oakland, California

2005-2008: Partner, Weinberg, Roger & Rosenfeld, Alameda, California

2000-2005: Associate, Van Bourg, Weinberg, Roger & Rosenfeld, Oakland, California

## **EDUCATIONAL BACKGROUND**

JD, Chicago-Kent College of Law, Illinois Institute of Technology, 2000

MA, University of Chicago, Divinity School, 1996

BA, University of Chicago, 1996

## **ADMISSION TO PRACTICE LAW**

State of California, 2000; United States District Courts, California, 2000; United States Court of Appeals, Ninth Circuit, 2000 (SBN: 208742)

## **PUBLIC SERVICE**

2019-2022: Board Member, Oakland Technical High School Parent Teacher Student Association, Oakland, California

2017-2018: Alternate commissioner, Oakland Police Commission, Oakland, California

## **PANELS (Partial List)**

Alameda Contra Costa Transit District and Amalgamated Transit Union, American Arbitration Association, AAA Tribal Labor Panel, California State Mediation and Conciliation Service, California Public Employment Relations Board, Panel of Neutrals, California State University and California Faculty Association, County of Los Angeles Civil Service Commission, Communication Workers of America District 9 and AT&T West, County of Los Angeles Employment Relations Commission, Equal Employment Opportunity Commission Federal Mediation Program, Federal Mediation and Conciliation Service, IBEW Local 595 Trust Funds Expedited Arbitration Panel, Los Angeles Employee Relations Board, National Mediation Board, UFCW-Northern California Employers Joint Pension Trust Fund, United States Postal Service and American Postal Workers Union, AFL-CIO Arbitration Panel, UPI and United Steelworkers Locals Panel, Washington Public Employment Relations Commission

## **INDUSTRIES**

Transportation (rail, public transit), freight, healthcare, entertainment, communications, professional and technical, manufacturing, building trades, service industries, public sector, healthcare, education, higher education, cities and counties, law enforcement and public safety, postal and service.

## **MEMBERSHIPS**

California State Bar Labor and Employment Section; Bar Association of San Francisco, ADR and Labor & Employment Sections; National Academy of Arbitrators

## **PUBLICATIONS AND OTHER ACTIVITIES**

Dooley, Andrea L., *The Labor Arbitration Career*, September 2022; Dooley, Andrea L. "Evaluating Work Out of Class Claims in the Public Sector," *California Labor & Employment Law Review*, November 2021; Dooley, Andrea L., *A Beginner's Guide to Labor Arbitration Practice: Tips & Strategies for Improving Your Case*, July 2020; *DHL Express and Teamsters*, 139 LA 653 (2019); *DHL Express and Teamsters*, 135 LA 1858 (2016); *YRC Freight and Teamsters*, 136 LA 50 (2016); "Technology and Ethics: A Guide for Neutrals," *ABA Just Resolutions Newsletter*, March 2015; Faculty, Labor Arbitration Institute; Faculty, Labor Relations Information Systems; Program Chair, "Meet the Arbitrator" Conference 2017, National Academy of Arbitrators, Northern California Region

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**Rates for Labor Arbitration, Factfinding and Grievance Mediation**  
**Effective June 1, 2024**

Sabbatical

Between June 1, 2024, and January 3, 2025, I will be taking a semi-sabbatical. I will continue to do expedited cases only, in person in the Bay Area and Sacramento, or via videoconference for any other location. I will return to regular arbitration hearings after January 3, 2025.

Per Diem

The fee for each day of hearing is \$2800 per day for each day of hearing. A hearing is any portion of day up to eight hours. Time for the research and preparation of the Opinion, Award or Report is prorated at an hourly rate of \$400 per hour.

Cancellation

If the scheduled hearing is postponed or cancelled with notice of less than 21 calendar days, the per diem rate for each day of hearing shall be charged if another cannot be set in its place.

Expenses

There are no charges for routine copying, phone, clerical or incidental office expenses. Parties are charged for the actual cost of reasonable travel and case-related expenses, including airfare and other transportation (e.g., car rental, parking, taxi), food, and lodging. Automobile mileage is charged at the applicable IRS expense rate for use of my personal vehicle.

Travel Policy

Effective January 1, 2022, I do not accept cases which require in-person hearings outside of the Bay Area and Sacramento regions. Parties who select me from outside those regions are agreeing to conduct video hearings. There is no charge for travel time in the Bay Area. If more than two hours of travel time are needed for round trip travel to and from the hearing location, travel time is \$200 per hour.

Individual Cases

Cases involving an individual grievant or employee who is not represented by a union or employee organization will require a deposit of the cost of one hearing day prior to scheduling the hearing. The deposit will be applied to any costs incurred by the parties and will be refunded in full if the hearing is cancelled 21 calendar days before the scheduled day of hearing.

Interim Billing

The parties may be billed on an interim basis at my discretion.