



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	<u>Philip Tamoush</u>
Current Profession	<u>Arbitrator, Factfinder, Mediator</u>
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Information Updated	<u>July 2019</u>

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

Organization	<u>California Education Employment Relations Board</u>		
Position	<u>Ad Hoc Hearing Officer</u>	From / To	<u>04/1976 – 04/1977</u>

Brief Description of Industries and Issues Dealt With

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

Firm or Organization	<u>County of Los Angeles</u>		
Position	<u>Personnel/Labor Relations Administrator</u>		
Impartial/Advocacy?	<u>Impartial</u>	From / To	<u>08/1961 – 11/1970</u>

Firm or Organization	Institute of Industrial Relations, UCLA	
Position	Training/Education Administrator	
Impartial/Advocacy?	Impartial	From / To 11/1970 – 04/1976
Firm or Organization	UCLA, UC Davis and California State University	
Position	Adjunct Professor/Instructor	
Impartial/Advocacy?	Impartial	From / To 01/1973 – 06/1982

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 and Fees

Availability:	Grievance arbitration, Interest arbitration, Fact-finding.
Constraints on Time:	None
Current Fees:	\$1,850 per day (hearings & deliberations/writing), or as negotiated.
Cancellation Fees:	\$1,850 per day for less than three weeks' notice of any cancellation/ postponement.
Travel/Subsistence Charges:	Travel reimbursement from Seattle or Portland, depending on location of hearing, unless the parties have any other travel reimbursement agreement.
Other Fees Charged:	None specified