



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	Carl C. Bosland
Current Profession	Arbitrator, Hearing Officer, Factfinder
Mailing Address	1262 Kettner Blvd., Unit 1402, San Diego, CA 92101
Other Address	
Telephone	(720) 560-2207
Cell Phone	
Email	carlcbosland@msn.com
Website	
Information Updated	January 2021

Experience as an Impartial in Labor Disputes (Number of Cases Handled)

As Grievance Arbitrator	225	As Interest Arbitrator	0
As Mediator	3	As Factfinder	2

Employment with Impartial Labor Relations Administrative Agencies

None

Brief Description of Industries and Issues Dealt With

Industries: Arbitrated cases in federal sector; USPS, IRS, DOL, DOJ BOP, USDA, civilian military; construction; local government; police, fire, corrections; city services; health care; custodial; airport operations; zoo operations; clerical; casino; transportation; railroads, automobile assembly; education; parks and recreation; senior services; retail supermarkets; utilities, manufacturing; mining; oil & gas, and commercial food industries.

Issues: Absenteeism; Age Discrimination; Arbitrability; Bargaining Unit Work; Conduct (Off-Duty)/Personal; Contract disputes; Cross-Craft Issues; Demotion; Discipline (Non-Discharge); Discipline(Discharge); Age Discrimination; Disability/Reasonable Accommodation; Race Discrimination; National Origin Discrimination, Religious Discrimination; Sex Discrimination; Retaliation/Reprisal; Drug/Alcohol Offenses; Due Process; Ethics; Just Cause; Family and Medical Leave Issues; Leave; Vacation; Hiring Practices; Job Performance; Job Posting/Bidding; Jurisdictional Disputes; Management Rights; Official Time; Past Practices; Pay Issues; Promotion; Safety/Health Conditions; Schedule Changes; Seniority; Sexual Harassment; Subcontracting/Contracting Out; Union Security.

Other Qualifying Experience

Firm or Organization	Self
Position	Arbitrator, Hearing Officer, Mediator, Factfinder
Impartial/Advocacy?	Impartial
From / To	2002–2014, August 2020–Present

Firm or Organization	United States Postal Service, Law Department
Position	Various legal positions, including Chief Counsel, Labor Relations; Chief Counsel, Employment Law; Chief Counsel, National Employment Litigation (Class Action) Unit; Chief Counsel, Safety; Managing Counsel, Capital Metro Area Field Law Office; Deputy Managing Counsel, Western Area Field Law Office; USPS Counsel, 2018 USPS-APWU collective bargaining national negotiations; USPS Co-Counsel, 2015 USPS-APWU interest arbitration litigation; Manager and lead attorney, multiple national EEO disability class actions; Special Assistant U.S. Attorney
Impartial/Advocacy?	Advocacy
From / To	1991–2002, 2014–August 2020

Educational Background

- 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
- University of Utah, Conflict Resolution Certificate Program, 1999
Recipient, Outstanding Mediator Award
Negotiari Cum Vis (Power Negotiator) Award

Professional Certifications and Licenses

NJ Bar, 1986
NY Bar, 1991

Membership in Professional Organizations

National Academy of Arbitrators
Labor and Employee Relations Association
Society of Federal Labor and Employee Relations Professionals
American, New Jersey, and New York Bar Associations, Labor and Employment Sections

Other

Author

- *Labor Arbitration Practice for the Federal Sector, Second Edition* (Dewey Publications, 2016)
- *A Federal Sector Guide to the Family and Medical Leave Act & Related Litigation, Fourth Edition* (Dewey Publications, 2020)
- *FMLA Basics: A Federal Supervisor's Guide to the Family and Medical Leave Act, Second Edition* (Dewey Publications, 2017)
- *A School Administrator's Guide to the Family and Medical Leave Act* (Rowman & Littlefield, 2007)

Availability and Fees

- Availability:
 - Grievance arbitration and fact-finding
 - **Video Hearings:** The arbitrator is proficient with video hearings. As appropriate, the arbitrator has also worked with third party video hearing facilitators. Fees charged by third party video hearing facilitators may be charged to the parties.
- Constraints on Time: No constraints on availability for grievance arbitration and fact-finding
- Current Fees: \$225 per hour, \$1,800 per day
- Cancellation Fees: A per diem fee may be charged for the cancellation of each scheduled day where the cancellation is not received by the arbitrator 30 or more calendar days from the scheduled hearing date. Where 2 or more consecutive days have been scheduled, a per diem fee for each cancelled day may be charged if notice of the cancellation is not received by the arbitrator 60 or more days in advance of the first scheduled hearing day. Cancellation fees may also include fees incurred by the arbitrator for cancelled flights, hotel room, rental cars, etc.
- Travel/Subsistence Charges: Reimbursement for reasonable travel fees include, as needed, coach airfare, train, rental car, taxi/Uber/Lyft, parking, tolls, gas, mileage, food, and lodging.
- Other Fees Charged: A per diem fee may be charged for travel to the hearing. Travel of 4 hours or less may incur a 1/2 day per diem fee; a full day per diem fee is charged where travel to the hearing exceeds 4 hours.