



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	Ronald Hoh
Current Profession	Arbitrator/Mediator/Factfinder
Mailing Address	PO Box 60247, Sacramento, California 95860
Other Address	
Telephone	(916) 202-7718
Cell Phone	
Email	ronhoh@naarb.org
Website	
Information Updated	March 2021

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

As Grievance Arbitrator	2,800	As Interest Arbitrator	72
As Mediator	420	As Fact-Finder	54

Employment with Impartial Labor Relations Administrative Agencies

Organization	California Public Employment Relations Board
Position	Regional Director, Sacramento Office
From / To	09/1985 – 08/1987

Organization	Iowa Public Employment Relations Board
Position	Director, Mediation Services
From / To	07/1980 – 09/1985

Organization	Iowa Public Employment Relations Board
Position	Mediator/Administrative Law Judge
From / To	03/1975 – 07/1980

Organization	National Labor Relations Board
Position	Field Examiner, Milwaukee, Wisconsin
From / To	02/1974 – 03/1975

Organization	National Labor Relations Board
Position	Intern Field Examiner, Peoria, Illinois
From / To	05/1973 – 09/1973

Brief Description of Industries and Issues Dealt With

Industries: Since 1981, functioned in about 2,200 cases as a grievance arbitrator, interest arbitrator, and fact-finder, primarily in cases involving federal, state, county and municipal governments, in the coal industry, and with innumerable private employers

and unions. Full-time arbitrator since 1987. Member, National Academy of Arbitrators since 1993. Functioned as mediator/arbitrator in City of Bremerton/Bremerton Police Association, 1990, and as grievance arbitrator with those parties in 1991, as well as several other Washington cases. Extensive public sector experience in California, Oregon, Washington, Alaska, Utah, Nevada, Hawaii, Montana, Missouri, Nebraska, Kansas, Iowa and Illinois. Member of numerous permanent panels in both public and private sectors in several western and mid-western states.

Issues: Grievance issues have involved virtually every type of issue, including matters such as seniority, layoff, recall, bumping, unit coverage, work performance matters, work rules, leaves of absence, holiday and vacation pay, overtime eligibility and pay, shift hours, alcohol and drug abuse, arbitrability, management rights, past practice, discipline and discharge, subcontracting, demotion, union business, job evaluation, training, transfer, reporting pay and pay rates.

Fact-finding and interest arbitration issues such as wages, longevity, insurance, ability to pay, comparability, extra-duty pay, seniority, staff reduction, transfer, grievance procedures, evaluation procedures, health and safety, union rights, management rights, insurance and hours. Factfinding and/or interest arbitration experience in nine states.

Other Qualifying Experience

Firm or Organization	Des Moines Area Community College (Iowa)	
Position	Instructor, Labor Rel. & Labor Law (part-time)	
Impartial/Advocacy?	Impartial	From / To 06/1983 – 09/1985

Firm or Organization	National University (California)	
Position	Instructor, Labor Rel. & Labor Law (part-time)	
Impartial/Advocacy?	Impartial	From / To 05/1988 – 1994

Firm or Organization	California Labor Law Digest and EEO: Discrimination in Employment Digest	
Position	Editor	
Impartial/Advocacy?	Impartial	From / To 05/1991 – 05/1996

Educational Background

B.A., Labor Economics, University of Illinois, 1972.
M.A., Labor and Industrial Relations, University of Illinois, 1974.

Professional Certifications and Licenses

None specified.

Membership in Professional Organizations

National Academy of Arbitrators, Member since 1993.



Society of Professionals in Dispute Resolution, Member since 1977.
National Assn. of Administrative Law Judges, Member since 1979.
Industrial Relations Assn. of Northern California, Member since 1985 (Executive Board, 1990-91; and 2013-Present; President, 1990-92).
Sacramento County Bar Assn., Labor Law Section, Member since 1988.

Availability and Fees

- Availability: • Grievance arbitration, Interest arbitration, Fact-finding.
 • Available for virtual hearings
- Constraints on Time: None
- Current Fees: \$1,500 per day, plus expenses.
- Cancellation Fees: One day of per diem for per scheduled hearing date for notice of postponement or cancellation received less than 45 days before the scheduled hearing date(s). Case substitutions on the scheduled hearing dates are allowed without charge.
- Travel/Subsistence Charges: Actual expenses.
- Other Fees Charged: None