



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	Jonathan S. Monat
Current Profession	Labor Arbitrator
Mailing Address	4802 50th Ave SW, Seattle, Washington 98116
Other Address	1893 North College Circle, Long Beach, California 90815
Telephone	(562) 714-2129
Cell Phone	
Email	j.monat@verizon.net
Fax	(562) 431-9867
Website	
Information Updated	October 2020

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

As Grievance Arbitrator	547	As Interest Arbitrator	25
As Mediator	1	As Fact-Finder	24

Employment with Impartial Labor Relations Administrative Agencies

None

Brief Description of Industries and Issues Dealt With

Industries: Aerospace, agriculture, airlines, aluminum, automotive, canning, cement, communications, construction, education, Federal sector grievance, food, health care, hotel/restaurant, local government, lumber, manufacturing, miscellaneous, mining, petroleum, police & fire, public sector grievance, public sector interest, railroads, retail stores, rubber, service, transportation, utilities, U.S. Postal Service.

Issues: Absenteeism, arbitrability, work-assignment, demotion, discharge, discipline, job classification, job posting & bidding, layoff, bumping & recall, mergers, consolidated contract terms, overtime, past practice, rate of pay, reporting/call-in/callback pay, safety, scheduling of work, seniority, severance pay, subcontracting, training, transf., vacations & vacation pay, hours of work, FMLA, ADA, discrimination, sexual harassment, others.

Other Qualifying Experience

Firm or Organization	California State University - Long Beach
Position	Professor Emeritus, Department of Management/Human Resources
Impartial/Advocacy?	From / To 1978 – 2011

Firm or Organization	Western Washington University	
Position	Professor, Personnel/Industrial Relations	
Impartial/Advocacy?		From / To 1972 – 1978
Firm or Organization	California State University - Hayward	
Position	Assistant Professor, HRM	
Impartial/Advocacy?		From / To 1970 – 1971
Firm or Organization	Hennepin County, Minnesota, HR Planning Specialist	
Position	Manpower Planning Specialist	
Impartial/Advocacy?		From / To 1969 – 1969

Educational Background

Ph.D., Industrial Relations, University of Minnesota.
 M.S., Management/Employee Relations, San Diego State University.
 B.S., Business Administration, UCLA.

Professional Certifications and Licenses

Sr. Professional in Human Resources, Society for Human Resources Management.
 Airline Transport Pilot (ATP) Certificate and Flight Instructor.

Membership in Professional Organizations

National Academy of Arbitrators.
 Labor and Employment Relations Association.
 Local Industrial Relations Research Association Chapters (Orange County, Northwest).

Availability and Fees

- Availability:
 - Grievance arbitration, Interest arbitration, Fact-finding.
 - Prepared to conduct virtual hearings via Zoom. For complex cases, arbitrator may use the services of a video conference administrator, costs shared between the parties.
- Constraints on Time: None.
- Current Fees: \$1,500 per diem, hearing, study, and research, for first day. Prorated fee for subsequent days.
- Cancellation Fees: One per diem within 21 days of calendared hearing. Half per diem within 30 days of calendared hearing.
- Travel/Subsistence Charges: All travel based from Seattle, specific expenses of travel, time if more than two hours from Seattle.
- Other Fees Charged: Airline cancellation fees, hotel cancellation fees.

