



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	C. Allen Pool
Current Profession	Full-Time Labor Arbitrator, Mediator, Fact-finder
Mailing Address	PO Box 2591, Monterey, California 93942
Other Address	
Telephone	(831) 212-0452
Cell Phone	
Email	callenpool@comcast.net
Website	
Information Updated	October 2020

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

As Grievance Arbitrator	700	As Interest Arbitrator	2
As Mediator	30	As Fact-Finder	5

Employment with Impartial Labor Relations Administrative Agencies

None

Brief Description of Industries and Issues Dealt With

Industries: Agriculture, (Public Sector: Federal, State, County, City, Public Schools, Superior Court, California State University), Electrical, Furniture, Mining, Lumber, Packaging, Transportation, Electronics, Communication, Metal Fabrication, Hospitals, Nursing Home, Health Care, Public Safety (Police & Fire), Beverage, Hotel, Restaurant, Food Processing, U.S. Postal Service, Warehouse & Trucking, DoDD Schools - Pacific Region, Mandatory Mediation/Arbitration California ALRB, Railroad, Petroleum (Oil).

Issues: Wages, Benefits, Pay Differential, Supplemental Pay, Medical Coverage, FMLA.

Interest arbitration and fact-finding: Public Schools, State, County, and Law Enforcement, California ALRB.

Other Qualifying Experience

Firm or Organization	Monterey Bay Teachers Association		
Position	Chief Negotiator		
Impartial/Advocacy?	Advocacy	From / To	1981 – 1983
Firm or Organization	Golden Gate University		
Position	Former Adjunct Professor		
Impartial/Advocacy?	Impartial	From / To	1983 –

Firm or Organization	University Hearing Officers and Fact-finding, University of California at Davis	
Position	Trainer	
Impartial/Advocacy?	_____	From / To _____
Firm or Organization	California Industrial Welfare Commission	
Position	Chairperson, Wage Board Hearing	
Impartial/Advocacy?	_____	From / To _____

Educational Background

B.A., History, Arizona State University, 1958.
 M.A., School Administration/Supervision, Arizona State University, 1962.
 Ph.D., Management Science and Labor Relations, University of Houston, 1981.

Professional Certifications and Licenses

None specified.

Membership in Professional Organizations

Labor and Employment Relations Association, Member since 1985.
 Society for Professionals in Dispute Resolution, Member since 1985.
 State Bar of California, Labor and Employment Law Section, Member since 1993.
 National Academy of Arbitrators, Member since 2006.

Availability and Fees

- Availability:
 - Grievance arbitration, Interest arbitration, Fact-finding.
 - Only available for remote hearings, preferably via Zoom.
 Parties that prefer a different platform should notify the arbitrator. Arbitrator requires a transcript of remote hearings.
- Constraints on Time: None.
- Current Fees: \$2,400 per diem. One per diem is charged for each 7 hours spent in preparation, study, and writing of the Award/Opinion.
- Cancellation Fees: One per diem if cancelled or postponed within 20 working days of each scheduled hearing date(s).
- Travel/Subsistence Charges: The Arbitrator charges actual cost of reasonable expenses, including airfare (normally a refundable ticket), car rental, food, and lodging. No travel charges if travel time is less than four hours. \$1,500 per day will be charged if extensive travel time is required.
- Other Fees Charged: None specified.

