

Paul D. Roose, Arbitrator and Mediator  
Golden Gate Dispute Resolution  
Oakland, California

---

**Work Experience**

- **Arbitrator and Mediator** Golden Gate Dispute Resolution (2012 – present)
- **Supervising Conciliator (Chief)** California State Mediation & Conciliation Service (2005 – 2012)
- **Conciliator / Mediator** California State Mediation & Conciliation Service (1998 – 2005)
- **Field Representative / Lead Field Representative** SEIU Healthcare Workers Local 250 (1991-1997)
- **President** National Association of Letter Carriers Greater East Bay Branch 1111 (1983 – 1991)
- **Letter Carrier / Shop Steward / Chief Shop Steward** Nat. Assoc. of Letter Carriers Greater East Bay Branch 1111 (1978 – 1983)
- **Postal Clerk / Letter Sorting Machine Operator** U.S. Postal Service (1974 – 1976)

**Arbitration, Factfinding and Mediation Panels**

Amer. Arb. Assoc. Labor Panel \* Fed. Mediation and Conciliation Service Roster of Arbitrators \* Nat. Mediation Bd. Roster of Arbitrators \* CA State Med. and Conc. Service Arbitrator Panel \* Nevada Employee-Mgt. Relations Bd. Mediators Roster \* Oregon Employment Relations Board Panel of Arbitrators and Factfinders \* Washington PERC Dispute Resolution Panel \* CA PERB MMBA Fact Finder Panel \* City of Los Angeles ERB Arbitrator Panel \* Bay Area Rapid Transit – ATU & SEIU \* Brentwood Union School District – Brentwood Teachers' Association & CSEA \* Calif. Pacific Med. Ctr. – NUHW \* CA State University – Teamsters / State Employees Trades Council (Permanent Umpire and Arbitration), CA Faculty Association (Mediation), and CSUEU (Permanent Umpire) \* City and County of San Francisco – SEIU \* Health Right 360 – SEIU \* Santa Clara County – SEIU and County Counsel Attorneys Assoc. \* Santa Clara County IHSS – SEIU \* Stanford University – SEIU \* Univ. of CA – AFSCME, AFT, Teamsters and UAW \* UC Davis – IAFF \* AT&T Nor Cal - CWA

**Education**

- **Bachelor of Arts with Honors in History** Swarthmore College (1974)
- **Mediator Certificate** Institute for the Study of Alternative Dispute Resolution, Humboldt State University (1999)

**Publications** (Partial List)

- "Surviving Your First Labor Arbitration: Tips for the New Advocate," American Arbitration Association Dispute Resolution Journal, March 2015. (with Catherine Harris)
- "Grievance Mediation 101," California Labor and Employment Law Review, November 2007.
- "Process, Strategy and Tactics in Labor-Management Mediation," American Arbitration Association Dispute Resolution Journal, November 2003 - January 2004. Reprinted in Labor-Management Relations Annual Editions 05/06 (McGraw-Hill / Dushkin, 2005).

**Professional Affiliations**

- National Academy of Arbitrators
- Labor and Employment Relations Association of Northern California

1300 Clay St. Suite 600  
Oakland, CA 94612

Website: [www.ggdr.net](http://www.ggdr.net)  
Phone: 510-466-6323

Email: [paul.roose@ggdr.net](mailto:paul.roose@ggdr.net)  
Fax: 510-466-6324

July 1, 2022



# Golden Gate

## Dispute Resolution

The following are the arbitration, hearing officer and factfinder rates for Paul Roose for all selections made in calendar year 2022. **Please note that these rates will change for all selections made after December 31, 2022. (See Page Two.)** Virtual, remote, and videoconference hearings are charged at the same per diem rates as in-person hearings. Travel time charges and travel expenses apply only to in-person hearings:

### Calendar Year 2022 Selections:

#### Hearings

- \$1800 per day
- \$900 per day cancellation fee unless cancelled 28 days prior, \$1800 per day cancellation fee if cancelled within 24 hours of hearing starting time

#### Travel Time

- No travel time charge for hearing locations within a two-hour drive of Oakland, CA
- \$150 per hour for all travel to locations within California that are more than a two-hour drive from Oakland, up to a maximum of \$900 per round trip
- \$150 per hour for all travel to locations outside of California, up to a maximum of \$1800 per round trip

#### File review and writing time

- \$300 per hour

*Expenses and travel time calculated from Oakland CA (unless otherwise agreed to), or per any neutral agency travel policy if applicable.*

---



# Golden Gate

## Dispute Resolution

*Page Two*

**Please note that for all selections on or after January 1, 2023, the following rates apply:**

### **Calendar Year 2023 Selections:**

#### **Hearings**

- \$2400 per day
- \$1200 per day cancellation fee unless cancelled 28 days prior, \$2400 per day cancellation fee if cancelled within 24 hours of hearing starting time

#### **Travel Time**

- No travel time charge for hearing locations within a two-hour drive of Oakland, CA
- \$200 per hour for all travel to locations within California that are more than a two-hour drive from Oakland, up to a maximum of \$1200 per round trip
- \$200 per hour for all travel to locations outside of California, up to a maximum of \$2400 per round trip

#### **File review and writing time**

\$400 per hour

---

July 1, 2022