

KATHERINE J. THOMSON, ESQ.

3060 El Cerrito Plaza, No. 333
El Cerrito, California 94530
(510) 528-3005
kthomson@naarb.org

EXPERIENCE

ARBITRATION AND MEDIATION OFFICE OF KATHERINE J. THOMSON
El Cerrito, California (1997 to Present)

Arbitrator on Federal Mediation and Conciliation Service and California Mediation and Conciliation Service panels; Factfinder for Public Employment Relations Board; Mediator for Contra Costa County Superior Court ADR program

Issues: Arbitrability, contract interpretation, discipline and dismissal, demotion, discrimination, harassment, attendance, bargaining unit work, off-duty conduct, drug-testing, workload, wages, hours, promotions, due process, First Amendment, safety, transfer, reassignment, classification, overtime, personnel files, health benefits, sick leave, disability, post and bid, layoffs, management rights, seniority, job performance, FMLA, vacation pay, workplace violence, contracting out

Industries: Education, communications, public sector, food, construction, machinery, health care, aerospace, security, fire, corrections, hospitality, utility, metal fabrication, postal, transit

Contract panels: AT&T & Communication Workers, CDF Firefighters & CalFIRE, UC & UC-AFT, IAFF & UC, California State University & CFA, Santa Clara County & AFSCME, University of California & UPTE-CWA, San Francisco & IPPTE, Associated General Contractors & Laborers, County of Santa Clara & Registered Nurses Professional Association, Stanford University & SEIU, City and County of San Francisco & SEIU Local 1021, CCPOA and California

Co-Director, **CALIFORNIA PUBLIC EMPLOYEE RELATIONS PROGRAM**
Institute for Research on Labor and Employment, University of California
Berkeley, California (August 2010 to May 2013)

Managing publication, seminars, and marketing for program, which provides neutral information on labor laws and developments in employment relations for labor relations professionals and lawyers in the California public sector.

Associate Editor, **CALIFORNIA PUBLIC EMPLOYEE RELATIONS**
Berkeley, California (2002-2010)

Research, analysis and writing articles on public sector labor relations and law; editing and coordinating Pocket Guide publication and revisions.

KATHERINE J. THOMSON, ESQ.

Associate, **LAW OFFICES OF ROBERT J. BEZEMEK**
Oakland, California (1989 to 1996)

Litigated in court, arbitrations, administrative hearings and before PERB in public sector labor relations, discrimination, vested retirement benefit rights, and academic tenure matters.

Associate, **ALLRED MAROKO GOLDBERG & RIBAKOFF**
Los Angeles, California (1986 to 1988)

Litigated employment discrimination, wrongful termination and civil rights cases in state and federal court.

EDUCATION

Boalt Hall School of Law, University of California, Berkeley: Juris Doctor, May 1985
University of California, Los Angeles: B.A. summa cum laude, Quantitative Psychology, 1982; Phi Beta Kappa

PUBLICATIONS

Pocket Guide to Public Sector Arbitration: California
with Bonnie Bogue and Frank Silver. (Berkeley, CA: CPER, U.C., 2015)
Pocket Guide to Just Cause: Discipline and Discharge Arbitration
with Bonnie Bogue. (Berkeley, CA: CPER, U.C., 2010)
Editor, *Pocket Guide to the Ralph C. Dills Act*
(Berkeley, CA: CPER, U.C., 2006)
Arbitrator May Rule on Legal Defense to Grievance
180 *California Public Employee Relations* 28 (2006)
Expired Personnel Records: Can They Be Revived?
133 *California Public Employee Relations* 3 (1998)
Retirement Health Benefits: Gratuity or Guarantee?
121 *California Public Employee Relations* 20 (1996)
The Disparate Impact Theory: Congressional Intent in 1972
8 *Industrial Relations Law Journal* 105 (1986)

PRESENTATIONS

Moderator, "Don't Click Until You Think," Remedies for Social Media Ethical Violations," National Academy of Arbitrators Annual Meeting, May 2015
Presenter, "Computer and Internet Misuse"
Labor Arbitration Institute, January 2015

KATHERINE J. THOMSON, ESQ.

- Presenter, "A Factfinding How -To: A.B. 646"
Industrial Relations Association of Northern California, March 2012
- Presenter, "Just Cause and Alcohol Abuse"
NAA Northern California Regional Meet the Arbitrator Conference, 2008
- Moderator, "Prudent Employer Prying: Best Practices in Workplace Investigations,"
Bar Association of San Francisco Annual Conference, February 2007
- Panelist, "Persuading the Arbitrator in Complex Cases"
Labor Arbitration Institute, January 2001
- Moderator, "Free Speech or Illegal Harassment?"
State Bar Labor and Employment Section Public Sector Conference, Spring 1999

ASSOCIATIONS

National Academy of Arbitrators; Executive Committee, Bar Association of San Francisco Labor and Employment Section; California State Bar Labor and Employment Law Section; Association for Conflict Resolution

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FEE SCHEDULE

Labor Arbitration and Factfinding:

\$1,800.00 per diem for each scheduled hearing day. Proceedings in excess of eight hours in a day are subject to additional charges. Time for study, preparation, writing, motions and conference calls is charged at pro-rated per diem rate.

\$1,650.00 cancellation fee for each hearing day, unless the Arbitrator receives notice of cancellation or postponement of the hearing at least 15 days before the hearing date.

Employment Mediation and Arbitration:

\$300.00 per hour for hearing/mediation, study, preparation, writing, motions, telephone calls, and conference calls.

Travel expenses, transportation expenses, and extraordinary expenses such as hearing room, messenger, and conference call expenses are charged to the parties. Mileage is charged at the applicable IRS expense rate. Travel time on round trips greater than 3.5 hours is charged on a pro-rated basis.