



Golden Gate
Dispute Resolution

Bruce K. Snyder, Commissioner
Government Employee-Management Relations Board
3300 West Sahara Ave. Suite 260
Las Vegas, NV 89102

February 3, 2020

Dear Mr. Snyder:

I would like to continue to be listed on your arbitrator, mediator and fact-finder lists. Enclosed is my current rate sheet for arbitration / factfinding and mediation. Also enclosed is a current resume. Thank you for continuing to provide this service.

Sincerely,

A handwritten signature in black ink that reads "Paul D. Roose". The signature is written in a cursive style.

Paul D. Roose, Arbitrator / Mediator
Member, National Academy of Arbitrators

paul.roose@ggdr.net

www.ggdr.net

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 Board Roster of Arbitrators * CA State Mediation and Conciliation 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 * 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 * US Postal Service – APWU (Sacramento District)

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

- "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).
- "The Mediators' Role as Gatekeeper Under EERA and HEERA," California Public Employee Relations Journal, April 2010. (with Gerald Fecher)

Professional Affiliations

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

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Oakland, CA 94612

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July 1, 2019



Golden Gate Dispute Resolution

The following are the arbitration, hearing officer and factfinder rates for Paul Roose for all selections made in calendar year 2020:

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

January 1, 2020

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Golden Gate Dispute Resolution

The following are the mediation and facilitation rates for Paul Roose for all selections made in calendar year 2020:

Mediation and Facilitation Sessions

- \$1800 per day
- \$900 per half day (three hours or less)
- Second day or half day charge begins after 6 PM
- \$900 per day cancellation fee unless cancelled 28 days prior; \$1800 per day cancellation fee if cancelled within 24 hours of session starting time

Travel Time

- No travel time charge for session 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

Case Preparation and Follow-up (e.g. Preparation of Meeting Notes)

- \$300 per hour

Expenses and travel time calculated from Oakland CA (unless otherwise agreed to)

January 1, 2020

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