

**CALIFORNIA STATE MEDIATION AND CONCILIATION SERVICE**  
**ROBERT B. HOFFMAN**

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**Summary:**

**Work History:** Mr. Hoffman, a member of the California Bar and the National Academy of Arbitrators, hears cases in the public and private sectors. He authored over 1000 decisions, many published by BNA, CCH, West and cited in Elkouri & Elkouri, *How Arbitration Works* and other arbitration works. He serves on permanent labor panels nationally and in California. He has worked full time as an arbitrator since 1990 and previously practiced law and served with the National Labor Relations Board in San Francisco.

**Education, Bar and Certifications:** Northwestern University School of Law, Chicago IL -- J.D.; University of Wisconsin, Madison WI -- B.S; State Bar of California; Illinois State Bar; U.S. Supreme Court; State of Florida, Court Appointed Arbitrator; Supreme Court of Florida, Certified Mediator. Continuing education courses, Harvard University, AAA, NAA.

**Dispute Resolution Memberships:** National Academy of Arbitrators; Centre for Dispute Resolution

**Labor & Employment Arbitration Selection Panels:** Los Angeles City ERB; Los Angeles County ERC; California SMCS; AAA (Labor and Employment Panels); FMCS

**Permanent Labor Arbitration Panels:** Partial list - Kravis Center & IATSE; FedEx & ALPA; FAA & NATCA; Southwest Airlines & TWU; American Airlines & APFA; American Airlines & TWU; TSA & AFGE; Social Security Admin. & AFGE; Miami-Dade Cnty. & IAFF; Tenet Healthcare & SEIU, CNA/NNOC (Natl. arbitrator); ResCare & SEIU (Natl. Arbitrator); WellStar & SEIU (Natl. arbitrator); Las Vegas Metropolitan Police Department & Las Vegas Police Managers and Supervisor's Assoc.

**Permanent Mediator, Magistrate & Hearing Examiner/Officer Panels:** L. A. County ERC, Hearing Officer; Florida, PERC, Special Magistrate; Miami-Dade County Fl., Hearing Examiner; Port of Miami, Fl, Hearing Examiner; AAA, Employment/EEO Panels, Mediator; Miami-Dade County Ethics Commission; EEOC, Mediation Panel.

**Industries:** *Private industry:* entertainment, hospitals/nursing homes, airlines, cruise lines, trucking, shipping, buses, aerospace, tours, rental car, hotels, security, food services; chemicals, pharmaceuticals, equipment, public utilities, oil and gas, waste disposal. *Public Sector:* e.g., Federal, State, County, municipalities, school boards, utility districts, water treatment districts, transit districts, colleges and more

**Examples of Issues Arbitrated:** just cause; arbitrability, burden proof, timeliness, due process, progressive discipline; absenteeism, insubordination, fighting, threats, productivity, job performance, sleeping/neglect duty, unbecoming conduct, substance abuse, falsification, health insurance, lay-off/recall, safety, seniority, overtime, internet, management rights, past practices, subcontracting, disparate treatment, lax enforcement, disciplinary record, seniority. *Interest arbitration* -- cost and statistical analyses; contractual and statutory standards for wages, pensions, insurance, leave plans.

**Published Awards:** 301 in BNA, CCH, West.. List available upon request. 43 Interest Decisions.

**Fee Schedule:** **Grievance Hearings (\$2750 per diem); Interest and Employment Hearings (\$3250 per diem; \$750/hr pre-hearing and decision prep).** Grievance pre-hearing, hearing, preparation of decision and study time (per 8-hour day). Interim Billing may occur for expenses and/or per diem incurred in multiple hearing dates over several weeks or months; where an unusual length of time exists between hearings or the close of hearing and filing of post-hearing briefs.

**Cancellation/Postponement Policy:** A full per diem fee charged for each hearing day plus travel time if cancelation/postponement by any party for any reason less than 30 days prior to each date reserved.

**Travel Charges Policy:** Travel time is the per diem rate. Automobile mileage is the IRS published rate.