

KATHERINE J. THOMSON
Arbitrator, Mediator, Factfinder

3060 El Cerrito Plaza, No. 333
El Cerrito, California 94530
(510) 528-3005
kthomsonarb@outlook.com

FEE SCHEDULE
2019-2020

Grievance Arbitration and Factfinding:

\$2,050.00 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.

\$1,700.00 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 before or after the arbitration date and on round trips greater than 3.5 hours on the day of arbitration is charged on a pro-rated basis.

KATHERINE J. THOMSON, ESQ.

3060 El Cerrito Plaza, No. 333
El Cerrito, California 94530
(510) 528-3005
kthomsonarb@outlook.com

EXPERIENCE

ARBITRATION AND MEDIATION OFFICE OF KATHERINE J. THOMSON

El Cerrito, California (1997 to Present)

Arbitrator on Federal Mediation and Conciliation Service, California Mediation and Conciliation Service and Oregon Employment Relations Board panels;
Factfinder for Public Employment Relations Board

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

Industries: Education, public sector, communications, food, construction, machinery, health care, aerospace, security, police and fire, corrections, postal, hospitality, utilities, metal fabrication, transit, automotive, distillery, broadcasting

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

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)

Trial and litigation in employment discrimination, wrongful termination and civil rights cases in state and federal court

EDUCATION

University of California Berkeley School of Law: 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., 2019)
- Editor, Arbitration 2015: Privacy, Transparency, Legitimacy
Proceedings of the Sixty-Eighth Annual Meeting, National Academy of
Arbitrators (Arlington, VA: Bloomberg BNA, 2016)
- 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)

KATHERINE J. THOMSON, ESQ.

PRESENTATIONS

Presenter, "Off-Duty Misconduct"

Labor Arbitration Institute, January 2020

Presenter, "New Electronic Frontiers in the Workplace"

NAA Northern California Regional Meet the Arbitrator Conference, March 2017

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

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

MEMBERSHIPS

National Academy of Arbitrators; Executive Committee of the California Lawyers Association Labor and Employment Law Section; Labor and Employment Relations Association