

# Richard W. Calister

3335 Fenelon Street, Suite A, San Diego CA. 92106 (619) 223-2143

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## *Experience*

### **Attorney At Law - Labor Arbitrator/Mediator**

Full-time labor arbitrator and mediator. Former private practice of law since 1975, specializing in labor law. Represented both labor and management in matters of labor contract negotiations, administration and arbitration. Clients in private and public sectors, with special emphasis in California educational employment and police labor relations.

Certified Neutral, Member of the American Arbitration Association's National Panel of Labor Arbitrators and Panel of Certified Employment Dispute Mediators. Have arbitrated disputes in both public and private sectors since 1978. Panelist on roster of arbitrators/mediators for the California State Mediation & Conciliation Service, Federal Mediation and Conciliation Service, National Mediation Board. Member of various permanent arbitration Panels, including: Southern California Edison/I.B.E.W., Local 47; Southern California Edison/U.W.U.A. Local 246; California Faculty Association/California State University System; University of California/various bargaining units; Clark County(Nev) School Dist. ESEA/CCEA; Frequent presenter at AAA training seminars in arbitration advocacy.

Member, California Bar Association; Founding Member and past Vice-President representing Neutrals, Industrial Relations Research Association, Orange County Chapter; San Diego Chapter Industrial Relations Research Association; California Association of School Business Officials; Former Chairman, City of Huntington Beach Personnel Commission; American Arbitration Association; California School Personnel Commissioners Association. Public Employees Staff Organization.

### **Executive Director of the Personnel Commission - 1986 - 1995**

Served as neutral resource to labor/management at Ocean View Elementary School District, Huntington Beach, California. Ensured implementation of Merit System (Civil Service) Rules promulgated by neutral Personnel Commission and applicable to non-teaching District employees and applicants for employment. Recipient of California State Personnel Commissioner's State Merit System Director of the Year, 1993.

### **Director of Classified Personnel - 1978 - 1986**

Saddleback Valley Unified School District, Mission Viejo, California. Responsible for all matters pertaining to employment and retention of classified personnel for 20,000 ADA school district. Heavy responsibilities in grievance handling, contract negotiation and administration, interpretation of various laws, ordinances, policies as they pertain to employee relations. Responsible for Labor Law and Arbitration cases, employee discipline.

### **Orange County Employees' Association - 1971 - 1978**

Held a series of progressively responsible positions including; Senior Staff Analyst, Supervisor-Labor Relations, Senior Staff Attorney and Division Chief-Legal, for a 7,000 member unaffiliated employee organization. Major responsibilities involved grievance arbitration and contract interpretation, contract negotiations; legal activities involved presentation of numerous arbitrations and administrative hearings, preparation of legal opinions, Superior and Appellate Court advocacy.

### **Employee Relations Analyst -Shell Oil Company- 1970 - 1971**

Worked positions at both the Refinery and Regional Headquarter levels. Involved in contract negotiations and administration, grievance handling and arbitration.

**Patrolman** - New York City Police Department 1961-1968

## *EDUCATION*

**W S U College of Law** - Juris Doctor 1975

**Cornell University** - Graduate School of Industrial and Labor Relations

Masters Degree in Industrial and Labor Relations 1970

**City University of New York, College of Criminal Justice** - A.S. 1966; B.S. 1968

**RICHARD W. CALISTER, Esq.**  
**LABOR DISPUTES ARBITRATOR**

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RE: Arbitration Fee Schedule

Following is detail of my customary and normal charges for services rendered as an arbitrator of labor disputes:

**Hearings:** \$950 per diem. Subsequent time necessary for preparation of a written Decision and Award is billed at the per diem rate, in one-half day increments.

**Cancellation:** A per diem is assessed for each scheduled Hearing date cancelled with less than ten (10) calendar days notice, unless I am otherwise able to utilize such day(s) for another arbitration event.

**Travel:** Mileage is reimbursed at the current IRS rate. Public transportation is billed at actual cost. Air travel is by coach or lowest fare available; extended travel may result in travel times costs - please inquire.

**Lodging/Meals:** If overnight lodging is necessary, reimbursement is for actual cost; there is no charge for meals unless overseas travel is required.

**Other:** There is no charge for telephone, FAX, internet research fees incurred, or other office expenses. I do not utilize anyone else to participate in the preparation of a Decision and Award. All of my Decisions and Awards issue within thirty (30) days of the close of the Hearing, unless otherwise agreed.