

Bonnie Prouty Castrey

R.N., B.S.N., P.H. N.,J.D'

FACILITATOR-ARBITRATOR-MEDIATOR-FACT FINDER

P.O. BOX 5007
HUNTINGTON BEACH, CA 92615
PHONES 714-963-7114 MOBILE 714-747-9882 FAX 714-963-2395
e-mail: bcastrey@earthlink.net

RESUMÉ

Education: Juris Doctor, Western State University College of Law,
Fullerton, CA, 1992.
B.S.N., P.H.N. Magna Cum Laude, California State
University at Long Beach, CA, 1972.
R.N., Edward J. Meyer Memorial Hospital School of Nursing,
Buffalo, NY, 1964.

Year of
Birth: 1942.

Awards:

Women For, Orange County, Contributions to Education and
Labor Relations, 2001.
Yulin Chinese School/United Chinese American
Association Community Service, 1995.
ECCO Education Community Service, 1994.
Orange County Board of Supervisors Recognitions 1983,
1986, 1992.
Huntington Beach Union High School District Patron
of the Arts.
Distinguished Service Recognition, SPIDR, 1989.
Outstanding Service Award, FMCS, 1981.
Histadrut Community Service Award, 1983.
YWCA Silver Medallion Professional Woman of the Year, 1980.
UCAA/Yulin Chinese School Honorary Lifetime Membership
2006

Current Professional Affiliations:

Association of Conflict Resolution (ACR), 2000-present
Prior to 2000 ACR was Society of Professionals In Dispute
Resolution (SPIDR)
Co-Convener Workplace Facilitation/IBB Experts
International President, 1990-91.
President-Elect, 1989-90.
1st Vice-President, 1988-89.
Strategic Planning Committee 1988-1993
Chair, Membership Committee, 1992-1997.
Chair, Future Site Selection Committee, 1993-1997.
Co-Editor, SPIDR News, national newsletter, 1983-89.
Co-Chair, Program Planning Committee, Annual
International Conference 1988.
Board of Directors, Los Angeles Chapter, 1984-87.
Board of Directors, Orange County Chapter, 1988-1992.
Sustaining Member, 1987-2000.

Life Member, Association of Family and Conciliation Courts.

California Dispute Resolution Council (CDRC).

Founding Board Member 1993 to 1996.

International Coalition for Collaborative
Workplaces (ICCW) Member and Founding Board
Member 2004-present

National Industrial Relations Research
Association (IRRA) now Labor Employment Relations
Association (2005/LERA).

Elected Board of Directors, 1998-2001.

Nominations Committee, 1986, 1993 and 1999.

Program Committees, 1996-1997,

Member of National Policy Forum Committee for
June 2005 and June 2007 Conferences in
Washington, DC.

Vision and Program Committees, 1995-97.

Annual Program Co-Vice Chair representing
Practitioners Philadelphia 2006 and New Orleans 2008

Orange County Chapter IRRA.

President, 1986.

Founding President, 1976.

Honorary Lifetime Member.

Board of Directors, 1976 to present.

Chair, Conference Planning Committee, 1982-90.

Member Labor Law Conference Planning Committee

Member, IRRA Chapters, So. California, San Diego,
Inland Empire, Hawaii.

Member, International Industrial Relations
Association (IIRA), 1978-present.

Attended Triennial World Congresses in Paris,
France, 1979; Tokyo/Kyoto, Japan, 1983; Sydney,
Australia, 1992; Washington, D.C., 1995
(Member Planning Committee), Berlin, Germany 2003,
Lima, Peru 2006.

Attended 5th European Regional Conference,
Dublin, Ireland, 1997 and the 7th European
Regional Conference in Estoril, Portugal in 2004.

Australian Industrial Relations Society, Hobart, Tasmania,
Australia, February 1996. Plenary speech "Employment
Dispute Resolution Systems: A Comparison of the United
States and Australian Systems".

Visiting Scholar Edith Cowan University, Perth,
Australia, March/April 1999.

Lectured on Mediation, Facilitation and Labor
Relations in the US and Youth Mediation Programs
in Public schools in the US.

Member Southern California Mediation Association (SCMA)

Member, Curriculum Committee of Public Employee Relations Board (PERB), 1987-1991.

California Foundation Employer/Employee Relations (CFIER).
Founding Board Member, 1991-2000.

Executive Committee, Secretary, 1993-2000.

Founded to develop Interest Based Negotiation Training programs for the California education system,

CFIER and The Workplace Institute (TWI) merged and became The Center for Collaborative Solutions.

Chair, Center for Collaborative Solutions (CCS), 2000-present.

Merger Committee 1998-2001.

Strategic Planning Committee 2000- present.

Mission Vision Task Force 2001-present

Conference Planning Committee 2000-Present.

Executive Committee 2000-Present.

Orange County School Boards Association, President, 1990-91.

Member Board of Directors, 1986-93.

Public Service:

Elected Trustee, Huntington Beach Union High School District Board of Trustees, 1985 to present.

Reelected to second term, 1989-94; third term, 1994-98; fourth term 1998-2002; fifth term 2002-2006; sixth term 2006-2010.

President, 1985-87, 1991-92, 1995-96, 2001-02 and 2004-05.

Serve on numerous District committees, including District-wide Strategic Planning 1990-2005, At Risk Student Strategic Planning 1995-2002, and employee participatory site-based management committees Relationship by Objectives (RBO)-for Certificated and/or TBC- Team Building through Communication for Classified and peer mediation activities 1987-present.

Member, Coastline Regional Occupational Board of Directors, 1999-2006, President, 1999 and 2004-5.

Orange County Commission on the Status of Women, 1978-1986. Chair, 1985-86.

Boards of Directors:

President Center for Excellence in Education Foundation 1998-Present

Huntington Youth Shelter, 1992-95.

Huntington Beach Community Clinic. 1992-95, Advisory

Committee, 1995-Present.
St. Anselm's Cross Cultural Program, 1994-2005.
The Mediation Center (TMC), 1988-94.
United Way of Orange County Board of Directors and
Executive Committee, 1982-89.
Golden West Community College Foundation, 2002-
present.

Publications:

Co-Author of article, "Mediation: What It Is . . .
What It Does", Journal of Nursing Administration,
November, 1980.

Co-Author of article, "Timing, A Mediator's Best
Friend", Mediation Quarterly, Summer, 1987.

Many arbitration and fact finding awards are published.

Arbitration Rosters:

American Arbitration Association.
Federal Mediation & Conciliation Service
California State Mediation & Conciliation Service.
California State Public Employee Relations Board
Los Angeles County Employee Commission/All unions
California State University/California Faculty
Association
Legal Aid Foundation of L.A./UAW Local #65
Disneyland/All Units
The Boeing Company/IAM Lodge 720
The Boeing Company/UAW
SBC Telephone/CWA
Hawaii PERB
Montana PERB

Arbitration Experience: (both Grievance and Interest Arbitration)

Industries: Aerospace, telephone, public transit, retail
food markets, warehousing, hotel/restaurant,
construction, health care, military, police,
dairy, trucking, federal sector, furniture,
ice industries, public sector, theme parks, electronic,
metal and plastic manufacturing, public schools
(K-12) and colleges, public utilities, printing.

Issues: Discharge and discipline, performance evaluations,
contract interpretation, sub-contracting, recall, jury duty,
theft, fighting, alcohol and drug abuse, union security,
interest arbitration with FSIP, overtime, holiday
pay, new job rate, job classifications insubordination,
negligence, promotion, work assignment, damage to

company property, absenteeism/tardiness, salaries, health benefits, alternative work schedules.

Mediation Experience - Labor:

Industries: All industries in public, private and federal sectors.

Issues: Labor-Management contract negotiations, discipline and discrimination in unionized settings. Classification issues in union and non-union settings.

Mediation Experience - ADR:

Private practice:

All employment discrimination matters such as, sexual harassment, gender, sexual orientation, age or ethnic matters and issues of unfair dismissal, high level management terminations, divorce, family property, family corporations, community issues, peer mediation in schools.

Mediation Experience - Community Disputes:

Religious organizations, sports organizations, equity issues.

Facilitation Experience

Develop and implement interest based problem solving/principled bargaining educational seminars for labor-management negotiations and facilitate their bargaining sessions.

Employment History:

Arbitrator/Private Mediator/Facilitator, 1985 to present.

Mediate all types of employment, sexual harassment and discrimination disputes, 1985-present.

Mediate family and community disputes, 1985-98.

Consultant, Design and implement joint labor-management educational programs to assist parties in restructuring, building and maintaining cooperative and productive relationships, 1985 to present.

Member, Federal Service Impasses Panel, 1995-2000.

Chair, Federal Service Impasses Panel, 2000-2002.

(Presidential appointments)

Adjunct Professor, Western State University College of Law. 1986 to present.

Commissioner, Federal Mediation & Conciliation Service, 1975-1985. Mediated cases in all major industries with the respective unions in Southern California, including theme parks, retail sales, manufacturing, aerospace, paper, health care, service industries, construction, and transportation.

Consultant on collective bargaining issues, American Nurse's Association, Kansas City, MO, 1973-75.

Tenured Instructor, El Camino Community College, Nursing Program, Torrance, CA, 1972-75.

Head Nurse, 24 hour responsibility for managing a 50 bed Orthopedic Service, Harbor General Hospital, Torrance, CA, 1965-72.

Former Professional Affiliations:

California Nurses Association, 1964-75.

Member of many committees and Statewide Board of Directors, 1966-75.

LA County Health Care System Co-Chair Professional Performance Committee.

American Nurses Association, 1964-75.

Member of Economic and General Welfare Commission, 1964-75, Vice-Chair, 1972-75.

bsbioarb-8/07