

**KATHERINE J. THOMSON**  
*Arbitrator, Mediator, Factfinder*

3060 El Cerrito Plaza, No. 333, El Cerrito, California 94530  
(510) 528-3005  
kthomson@naarb.org

**ROSTERS/  
PANELS:**

Federal Mediation & Conciliation Service, California State Mediation & Conciliation Service, AT&T & Communication Workers, CDF Firefighters & CalFIRE, UC & UPTE-CWA, IAFF & UC, Santa Clara County & RNPA, Associated General Contractors & Laborers, California State University & CFA, Santa Clara County & AFSCME, San Francisco and IFPTE

**WORK  
EXPERIENCE:**

Co-Director, California Public Employee Relations Program, University of California Berkeley, August 2010-May 2013  
Editor, *California Public Employee Relations*, 2011-2013  
Associate Editor, 2002-2010

Associate, LAW OFFICES OF ROBERT J. BEZEMEK  
Oakland, California, 1989-96: public sector labor relations, vested retirement benefits, discrimination, academic tenure litigation

Associate, ALLRED, MAROKO, GOLDBERG & RIBAKOFF  
Los Angeles, California, 1986-88: litigated private sector employment discrimination, sexual harassment, wrongful termination cases

**ISSUES:**

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

**INDUSTRIES:**

Communications, fire, corrections, education, transit, food, machinery, health care, aerospace, security, hospitality, utility, metal fabrication, construction

**EDUCATION:**

J.D., Boalt Hall School of Law, University of California, Berkeley, 1985  
B.A. summa cum laude, Quantitative Psychology, University of California, Los Angeles, March 1982; Phi Beta Kappa

**ARTICLES  
and BOOKS:**

*Pocket Guide to Just Cause: Discipline and Discharge Arbitration*  
with Bonnie Bogue. (Berkeley, CA: CPER, U.C., 2010)  
Arbitrator May Rule on Legal Defense to Grievance  
180 *California Public Employee Relations* 28 (2006)  
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)

**MEMBERSHIPS:**

National Academy of Arbitrators; Executive Committee, Bar Association of San Francisco Labor & Employment Section; State Bar of California