

**E-mail Address:** [pgcarb@gmail.com](mailto:pgcarb@gmail.com)

**Present Occupation:** Arbitrator and Mediator

**Business Address:**

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**PROFESSIONAL AFFILIATIONS:**

**National Academy of Arbitrators**  
American Arbitration Association  
National Mediation Board

Federal Mediation and Conciliation Service  
National Association of Railroad Referees  
Labor and Employment Relations Assoc.

**EDUCATION:**

BS (Magna cum Laude) Business/Mgmt.  
Northwestern University  
The Resolution Group  
National Mediation Board  
Federal Mediation & Conciliation Service  
National Academy of Arbitrators  
American Arbitration Association

Northeastern Oklahoma State University - 1990  
Alternative Dispute Resolution/Mediation - 1995  
Alternative Dispute Resolution/Mediation - 1996  
Dispute Mediation/Int. Based Bargaining - 2003  
Labor Arbitration Workshop - 2007  
Annual NAA Arbitrator Workshops - 2008 through 2017  
Labor Arbitrator Workshop — 2012, 2013

**PERMANENT PANELS:**

City of Houston/Houston Police Officers Union, Southwest Airlines/Transport Workers Union, U.S. Postal Service/American Postal Workers Union, U.S. Postal Service/National Association of Letter Carriers (7 Panels)

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**2005 — Present:** Arbitrator/Mediator. Arbitrate labor disputes (see industries and issues below) for AAA, FMCS, NMB, NARR, and Permanent Panels. (see panels below)

**2001 to 2004:** Senior Contract Administrator, Air Line Pilots Association. Represented pilots at grievance investigations/hearings. Participated in Interest Based Bargaining and negotiation of airline pilot contracts.

**1996 to 2001:** Director of Labor Relations, Independent Association of Continental Pilots. Pilot advocate at grievance investigations/arbitration hearings. Responsible for administration of all Union elections and referendum ballots, administration and dispute resolution of professional and clerical office staff and overall direction and management of national union office.

**1990 to 1996:** Employee Relations Counsel, American Airlines. Company advocate at grievance investigations/arbitration hearings. Employee advocate at non-union employee grievance/mediation panels. Neutral member of tripartite System Board and Company/Union sick leave mediation panel. Conducted labor relations, investigation, mediation and arbitration training for new labor relations advocates. Also responsible for negotiation and application of Collective Bargaining Agreements involving more than 40,000 ground employees and flight crew members.

**1984 to 1990:** Labor Relations Representative, American Airlines Maintenance and Engineering Center, Tulsa, Oklahoma. Represented Company in day-to-day interaction with local union officers. Company advocate at grievance investigations/arbitration hearings. Also conducted labor relations, investigation, mediation and arbitration training for Company supervisors served as employee advocate on non-union employee grievance/mediation panel. Responsible for administration and application of various Transport

Workers Union Collective Bargaining Agreements and Company Regulations for all local TWU represented mechanics, stock clerks and ramp workers.

**PAUL CHAPDELAINÉ**

**FMCS - 3995**

**INDUSTRIES:**

Aerospace; Airlines; Chemicals; Correction; Facilities Maintenance; Fire; Food/Grocery; Grain/Mill; Manufacturing; Medical; National Defense; Office/Clerical Workers; Petroleum; Pipeline; Police; Post Office; Power; Refinery; Railroad; Refrigeration/HVAC; Retail Stores; Security; Supply/Warehouse.

**ISSUES:**

Affirmative Action; Absenteeism/Attendance; Arbitrability; Back pay Disputes; Bargaining Unit Work; Bonus; Chronic Illness; Conduct (On/Off-Duty); Curtailment of Work; Demotion; Disability; Discipline (Non-Discharge); Discipline (Discharge); Disparate Treatment; Drug/Alcohol Offenses; Disability; Discrimination; EAP; Emergency Closure; Field Work; Fighting; Firearms; FMLA; Grievance Mediation; Harassment; Hate-Related Misconduct; Health/Hospitalization; Holiday Work; Holiday Pay; Hours of Work; Incentive Pay; Indebtedness; Insubordination; Insurance; Interest Arbitration; Job Assignment; Job Classification; Job Performance; Lay Off; Leave; Letters of Demand; Overtime Work/Pay; Pension and Welfare Plans; Promotion; Reduction in Force; Retirement; Safety/Health Conditions; Scope; Seniority; Sexual Harassment; Slowdowns; Subcontracting/Contracting Out; Tardiness; Unsafe Driving; Union Security; Vacation; Work Performance; Work Stoppage; Workplace Violence.

**ARBITRATION ROSTERS**

American Arbitration Association  
Federal Mediation and Conciliation Service  
National Mediation Board  
National Association of Railroad Referees

**PUBLISHED CASES:**

128 LA 214; 128 LA 376; 129 LA 1189; 130 LA 563; 130 LA 913; 130 LA 1277