

CHRISTIAN A. BOURGEACQ



Email: Chris@cabadr.com (Preferred Contact Method)

Present Occupation Full-time neutral -- Arbitrator, Mediator, Fact-Finder, Texas state independent hearing officer

Mailing Address
P.O. Box 16
Driftwood, TX 78619

(512) 476-1232

Additional Addresses
Kansas City, MO 64152
Goldsboro, NC 27534
Aurora, CO 80013

PROFESSIONAL STATEMENT

Full-time neutral since 2021. Arbitrator and certified independent hearing examiner since 2015. Certified mediator since 2021. Over 35 years' experience in labor relations, including collective bargaining negotiation, contract drafting, and grievance arbitration (discipline and contract interpretation). Previously represented both employees and employers in traditional labor and employment disputes, litigation and arbitration, and provided general advice and counsel. Former law practice included employment as associate in Midwest law firm, in-house counsel, and solo practitioner. Board certified in labor & employment law. Admitted to practice in Illinois, Missouri, and Texas. U.S. Air Force veteran. Website: cabadr.com

PROFESSIONAL AFFILIATIONS

American Arbitration Association
American Bar Association - Labor & Employment and Dispute Resolution sections
State Bar of Texas - Labor & Employment, Litigation, and Dispute Resolution sections
Austin Bar Association - Labor & Employment and Dispute Resolution sections
Labor and Employment Relations Association (LERA) (Houston chapter)

EDUCATION

J.D. Law Washington University School of Law 1986
A.B. Political Science Washington University 1983

CERTIFICATIONS

Attorney
Video Arbitration Capable
In Person Ready
Certified Mediator - Texas Mediation Trainers Roundtable 2021
Board certified in Labor & Employment - Texas Board of Legal Specialization, since 2002
Attorney, Texas - Texas Bar 1996
Attorney, Illinois - Illinois Bar 1987
Attorney, Missouri - Missouri Bar 1986

ARBITRATION/LABOR RELATIONS EXPERIENCE

Self employed - Full-time Neutral: Arbitrator, Mediator, Fact-Finder, Certified Independent Hearing Examiner, 2021 - present
Chris Bourgeacq Law Firm, PC - President/Owner, 2015 - 2021
AT&T/Southwestern Bell Telephone - General Attorney - Labor/HR, 1989 - 2015

INDUSTRIES

Advertising, Airlines, Agriculture, Automotive, Banking, Building products, Chemicals, Communications, Construction, Education, Electronics, Food manu/proc/service, Health care, Hotels/motels/casinos/resorts, Metal fabrication, Office workers/clerical, Paint & varnish, Pharmaceuticals, Printing & publishing, Railroads, Restaurants, Retail stores, Sports, Utilities

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ISSUES

Absenteeism, Affirmative action, Age, Arbitrability, Bargaining unit work, Bonus fringe benefits, Conduct (off-duty/ personal), Cost-of-living pay, Demotion, Disability, Discipline (discharge), Discipline (non-discharge), Discrimination, Drug/alcohol offenses, Fact finding, Fringe benefits, Gender, Grievance mediation, Health/hospitalization, Hiring practices, Holiday pay, Holidays, Incentive pay, Insurance, Job classification & rates, Job performance, Job posting/bidding, Jurisdictional dispute, Layoffs/bumping/recall, Leave, Management rights, Merit pay, National origin, Official time, Overtime Pay, Past practices, Pension and welfare plans, Pension claim (fed. statute), Promotion, Race, Religion, Retirement, Safety/health conditions, Seniority, Severance pay, Sexual harassment, Strikes/lockouts/work stoppages/slowdowns, Subcontracting/contracting out, Tenure/reappointment, Unilateral, Union security, Vacation, Vacation pay, Violence or threats, Wages, Work Hours/Schedules/Assignments, Working conditions/work orders

ARBITRATION ROSTERS

FMCS Arbitration Roster; AAA - National Roster of Arbitrators (Labor, Employment, Commercial, Construction, and Consumer); NMB - Roster of Arbitrators; FINRA - Public Arbitrator

RATES/POLICIES

Per Diem: \$1,400.00

Per diem fee is for each day of hearing, and for research and writing award.

Cancellation or postponement 30 calendar days or less before scheduled hearing date(s) will be charged the full per diem fee. No charge for cancellation or postponement more than 30 calendar days before the scheduled hearing date. Travel expenses as actually incurred; mileage at applicable IRS rate.

Travel Time: \$700.00

Travel time is one half-day per diem, each way, unless travel is less than one hour drive from closest office address.