



Paul Carlson

ARBITRATOR & MEDIATOR

Resolving complex disputes with integrity, expertise, and a commitment to collaborative solutions

CONTACT INFO

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Paul brings a high level of integrity and intelligence to the dispute resolution process. He is a former officer in the United States Navy and a graduate of the Massachusetts Institute of Technology.

His twenty-five years of experience in airline labor relations, across multiple airlines, makes him well-suited to arbitrate and mediate labor contractual disputes, particularly those involving scheduling and other work-rule provisions. His transition into arbitration and mediation was emphatically supported by every labor union he interacted with over his management career, who always regarded him as honest and fair-minded.

Areas of Expertise

- ♦ Labor
 - Airlines
 - Health Care
 - Police and Fire
 - Railroads
 - Other industries with Collective Bargaining Agreements
- ♦ Employment
- ♦ Commercial / Business
- ♦ Landlord / Tenant
- ♦ Real Estate / Property

NATIONAL PANELS

Federal Mediation & Conciliation Service (FMCS)

Arbitrator

American Arbitration Association (AAA)

Labor Arbitrator

National Mediation Board (NMB)

Labor Arbitrator

The Labor Relations Connection

Arbitrator and Mediator

REGIONAL PANELS

Utah State Courts

Mediator

Nevada State Employee-Management Relations Board

Arbitrator and Mediator

City of Phoenix, AZ Employment Relations Board

Factfinder

Washington State Public Employment Relations Commission (PERC)

Arbitrator

COMPANY PANELS

Kaiser Permanente

Labor Arbitrator

Experience

AIRLINE LABOR RELATIONS

Paul mastered airline labor relations the hard way: at the tip of the spear. As the leader of Crew Resources at both Northwest Airlines and United Airlines, he was responsible for understanding and executing every work rule in pilot and flight attendant Collective Bargaining Agreements (CBAs).

His broad and deep experience makes him uniquely qualified to arbitrate and mediate labor disputes, particularly those involving the interpretation of scheduling, pay, training, vacation and other work-rule provisions. **In arbitration**, advocates can be certain that he understands the complex issues involved. **In mediation**, the parties can count on Paul to bring new insights and creative problem solving to the process.

MILITARY SERVICE — LIEUTENANT, UNITED STATES NAVY

Paul's time as a Navy officer instilled a discipline and integrity that continues to shape his approach to dispute resolution today.

Education

Massachusetts Institute of Technology

Master of Science in Transportation

Oregon State University

Master of Science in Computer Science

University of Minnesota

Bachelor of Science in Computer Science

Professional Courses

Becoming A Labor Arbitrator (BALA), National Academy of Arbitrators

Previously offered by Federal Mediation and Conciliation Service (FMCS)

TechCred Program, ABA International Law and New York Law School

Exploring Artificial Intelligence, Digital Innovation, and the Future of Arbitration and Mediation

Basic Mediation, University of Utah Law School

Fee Schedule

\$385 per hour (hearing, study, travel)

Cancellation Policy: Three business days, to give the parties ample time to settle their dispute without incurring arbitrator fees.

Minimum of eight hearing hours for travel over fifty miles; minimum of four hearing hours in all other cases.

No geographical limitations on travel.