

## JOHN B. LAROCCO

**Email:** [laroccoj@laroccoarb.net](mailto:laroccoj@laroccoarb.net)

**Present Occupation:** Professor/Arbitrator/Mediator/Factfinder

**First Business Address:**

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**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators	District of Columbia Bar Association
Industrial Relations Research Association	American Bar Association
California State Bar Association	State Bar Section of Labor & Employment Law

**EDUCATION:**

LLM	Law	Georgetown University Law Center
JD	Law	University of San Diego School of Law
MS	Industrial Relations	Loyola University of Chicago
BS	Economics	University of Illinois at Urbana-Champaign

**CERTIFICATIONS:**

Law California, Illinois (inactive), District of Columbia  
Law Various Federal Courts including, U.S. Supreme Court  
Notary Public California

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**1980 – Present:** Arbitrator/Mediator/Factfinder practicing nationwide with home base in Sacramento, California. Extensive experience in most all private sector industries, federal, state and local governments, school and special districts. I have arbitrated well over 3,000 cases. I served on a 1986 Presidential Emergency Board No. 211 which averted a national rail strike. Besides grievance arbitration, I perform interest arbitration in both the private and public sectors. **1992 – Present:** Professor of Law, California State University, Sacramento, College of Business Administration. I teach labor and employment law; negotiations & alternative dispute resolution; industrial relations; and, business law at both the graduate and undergraduate levels. For two years, I served as Chair of Faculty Council, the College's faculty governing body. **1985 – 1990:** Adjunct Instructor: University of California, Davis Extension Program. I taught seminars on administrative law; evidence; and, hearing officer training.

**INDUSTRIES:**

Aerospace; airlines; agriculture; aluminum; automotive; bakery; banking; beverage; building products; brewery; broadcasting; canning; cement; chemicals; clothing; communications; construction; dairy; distillery; education; electrical equipment/appliance; electronics; entertainment/arts; feed & fertilizer; food (manufacturing/processing/service); health care; hotels/motels/casinos/resorts; hospitals/nursing home; iron; lumber; machinery; maritime; meat packing; metal fabrication; nuclear energy; office workers/clerical; organizations; packaging; paint and varnish; petroleum/petrochemicals; pharmaceuticals; plastics; plumbing; police and fire; printing and publishing; prison guard; pulp and paper; railroads; real estate; refrigeration / HVAC; restaurants; retail stores; rubber/tire; shipbuilding/dry-dock; steel; stone/quarry; textile; transportation; trucking and storage; upholstery; utilities; and, warehousing.

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### ISSUES:

Absenteeism; Arbitrability; Bargaining Unit Work; Conduct (off-Duty/Personal); Demotion; Discipline (Non-Discharge); Discipline (Discharge); Age Discrimination; Disability Discrimination; Race Discrimination; Sex Discrimination; Religion Discrimination; National Origin Discrimination; Drug / Alcohol Offenses; Bonus; FLSA, FMLA, Holidays; Insurance; Leave; Vacation; Grievance Mediation; Health / Hospitalization; Job Performance; Job Posting / Bidding; Jurisdictional Dispute; Layoffs / Bumping / Recall; Management Rights; Official Time; Past Practices; Pension and Welfare Plans; Pension Claim (Fed. Statute); Promotion; Retirement; Safety / Health Conditions; Seniority; Sex Harassment; Strikes; Lockouts; Work Stoppages; Slowdowns; Subcontracting / Contracting Out; Tenure / Reappointment; Union Security; Wages; Cost-of-Living Pay; Holiday Pay; Incentive Pay; Job Classification & Rates; Merit Pay; Overtime Pay; Severance Pay; Vacation Pay; Work Hours/Schedules/Assignments; and, Violence or Threats.

### PERMANENT PANELS:

Joint National Salary Board (TCU/NRLC)	IBT/San Juan Schools	CUE/University of California
BMWE/NRLC	IBEW/Ameritech	SPOA/Sacramento
ALPA/Sun Country	ALPA/ FedEx	

### ARBITRATION ROSTERS:

American Arbitration Association	California Public Employment Relations Board
National Mediation Board	California State Mediation & Conciliation Service

### PUBLISHED CASES:

87 LA1279 (1986); 90 LA 1273 (1988); 92 LA 168 (1989); 108 LA 959 (1997); and, 108 LA 1039 (1997).

### SIGNIFICANT PUBLICATIONS:

*Reforming Baseball Salary Arbitration*, NAA Proceedings (BNA 1995); *Ambiguities in Labor Contracts: Where Do They Come From?*, Dis. Res. J. (2004); *Tension in the Public Safety Officers' Bill of Rights: Interrogations Versus Routine Supervisor-Subordinate Communications*, CPER (2007); *Due Process in Railway Hearings and Appeals*, 2009 Proceedings of the NAA (BNA 2010); *Factfinding Under the Meyers-Milius-Brown Act: Arbitrators' Perspectives*, CPER (2012); *The Blue, The Burg and The Billboard: Free Speech Rights in Public Sector Collective Bargaining* (Journal of Collective Negotiations in the Public Sector – Accepted – August 2013); *The Dilemma of Locomotive Engineer Certification Regulations Vis-a-Vis Contractual Due Process in Discipline Cases* (Transportation Law Journal – Accepted – September 2013)

### FEES:

**PER DIEM FEE:** \$1,900.00    **DOCKETING FEE:** None    **CANCELLATION FEE:** (see below)

**Grievance Arbitration:** \$1,900.00 per day (based on a 6-hour day) including travel; hearing; research; review; study; and, consideration and preparation of the opinion and award.

**Cancellation Policy:** Fee is \$1,500.00 per scheduled day of hearing unless I receive 28 calendar days advance notice of a cancellation or postponement. If four or more hearing days are scheduled for a case, the cancellation fee is \$1,500.00 regardless of when the matter is cancelled or postponed.

**Expenses:** Actual travel expenses charged (automobile mileage @ .55 per mile), plus special requests.

**Interest Arbitration, Factfinding and Mediation:** \$375 per hour including meetings, travel; research; review; study and consideration; and, if necessary, preparation of award.

**Pension and Pro Per cases:** I have special fees for pension cases above the per diem and I have conditions attached to accepting pro per cases. These will be forwarded to the party upon selection.