

PAUL G. CHAPDELAIN

E-mail Address: 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
Equal Employment Opportunity Comm.
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
EEO Complaint Investigator - 2009
Annual NAA Arbitrator Workshops - 2008 through 2020
Labor Arbitrator Workshop — 2012, 2013, 2018

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.

INDUSTRIES:

Aerospace; Airlines; Border Protection; Broadcasting; Bus/Train; Chemicals; Communications; Correction; Facilities Maintenance; Fire; Food/Grocery; Grain/Mill; Hospital; Manufacturing; Medical; Motion Picture; National Defense; Office/Clerical Workers; Petroleum; Pipeline; Police; Post Office; Power/Utilities Distribution; Refinery; Railroad; Refrigeration/HVAC; Retail Stores; Security; Supply/Warehouse; Transportation/Trucking.

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ISSUES:

Affirmative Action; Arson; Absenteeism/Attendance; Arbitrability; AWOL; Back pay; Bargaining Unit Work; Bidding; Bonus; Chronic Illness; Conduct (On/Off-Duty); Curtailment of Work; Demotion; Dereliction of Duty; Disability; Discipline (Non-Discharge); Discipline (Discharge); Disparate Treatment; Discrimination; Driving; Drug/Alcohol Offenses; Disability; Discrimination; Disparate Treatment; Dues/Check off; EAP; EEO Complaints; Emergency Closure; Excessive Force/Official Oppression; Field Work; Fighting; Firearms; Fitness For Duty; FMLA; Furlough; 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; Ownership of Work; Pension and Welfare Plans; Promotion; Qualifications; Reduction in Force; Restriction of Output; Retirement; Safety/Health Conditions; Scope; Seniority; Sexual Harassment; Shift Assignment; Sleeping; Slowdowns; Subcontracting/Contracting Out; Tardiness; Terroristic Threat; Time Limits; Tripartite Arbitration; Unsafe Driving; Union Security; Vacation; Work Performance; Work Stoppage; Workplace Violence.

CURRENT AND FORMER PERMANENT PANELS:

City of Houston/Houston Police Officers Union, Southwest Airlines/Transport Workers Union - Ramp, Operations, Provisioning and Freight Agents; Southwest Airlines/Transport Workers Union – Dispatchers; Federal Aviation Administration (“FAA”)/Professional Aviation Safety Specialists; FAA/National Association of Government Employees; FAA/Guaranteed Fair Treatment Triparty Panel; United Airlines/International Brotherhood of Teamsters; U.S. Postal Service/American Postal Workers Union; U.S. Postal Service/National Association of Letter Carriers; U.S. Postal Service/National Rural Letter Carriers Association.

ARBITRATION ROSTERS

American Arbitration Association
Federal Mediation and Conciliation Service
National Mediation Board

PUBLISHED CASES:

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