

DANIEL R. SALING, ESQ.

Email: SalingLaw@aol.com

Webpage: SalingArbitration.com or SalingMediation.com

Present Occupation: Attorney at Law who serves full time as a neutral in the field of Arbitration/Mediation and Conflict Resolution

Business Address:

33192 Ocean Hill Drive
Dana Point, CA 92629

Telephone: (949) 496-7230

Fax: (949) 489-3695

Cell: (949) 887-0182

PROFESSIONAL AFFILIATIONS:

Member National Academy of Arbitrators (NAA)

Member of the California Bar Association and the CBA Labor Law Section

Orange County Labor & Employment Relations Association (OCLERA)

American Arbitration Association (AAA)

Association for Conflict Resolution (ACR)

Southern California Mediation Association (SCMA)

EDUCATION:

Pepperdine University - School of Business (MSOD-99) – Organizational Development

Western State School of Law (JD-78) - Law

University of Redlands (MA-73) – Management and Supervision

California State University - Fresno (BA-66) – History & Social Science

CERTIFICATIONS:

Admitted to the Bar, California in 1980

Admitted to the Federal Bar in 1980

ARBITRATION/ MEDIATION/LABOR RELATIONS EXPERIENCE:

2000 to Present: Arbitrator and Mediator. Arbitrate labor and employment cases for the FMCS, American Arbitration Association (AAA) and the California State Mediation and Conciliation Service (CSMCS), panel member Florida State Department of Management Services & the Florida Police Benevolent Association and mediate disputes in both the public and private sectors. Currently serve as an arbitrator and as an administrative law judge on several panels for cities, counties, state, and the federal governments. Serve as an arbitration panel member with numerous private companies and with the Kaiser Permanente Arbitration Panel. Serve as an

arbitrator for the Financial Industry Regulatory Authority (FINRA) in the areas of employment and consumer complaints. Serve as a mediator with the United States Postal Service under the Redress program. Serve as a fact-finder and interest arbitrator for the California State Employee Relations Board (PERB) and the City and County of Los Angeles. Served as a court appointed arbitrator and mediator with the Orange County Superior Court and as a mediator with the California Second District Court of Appeals on all matters before the court. Served as an adjunct professor at California State University, Fullerton, in labor-management relations, arbitration and mediation.

1987 to 2000 served as advocate, legal counsel and consultant in labor-management relations in the areas of labor negotiations, mediation, fact-finding, arbitration and administrative law proceedings. Guest lecturer at numerous universities and colleges, and have spoken throughout the United States, to both labor and management organizations, on the topics of labor law, labor arbitration, mediation, negotiation, and impasse resolution. Also, practiced law in the fields of labor, business and civil litigation; and served as a board of trustee member to a Taft Hartley Pension Trust and Medical Trust.

Fe

1971 to 1987 served as the Executive Director and Chief Executive Officer to the South Orange County Educators and practiced law in the fields of labor, business and civil law.

1967 to 1971 served as Senior Economic Service Consultant and negotiated Health and Welfare Benefits in a labor-management setting.

INDUSTRIES:

Manufacturing, Education, Federal Government, State Government, County Government, City Government, Food, Transportation, Health Care, Manufacturing, Office Workers/Clerical, Organizations, Public Works, Public Safety, Police, Prisons, Veterans, Financial, Banking, Courts and others.

ISSUES:

Affirmative Action, Absenteeism; Arbitrability, Bargaining Unit Work; Conduct Off-Duty; Demotion, Discipline (Discharge and Non-Discharge); Age Discrimination; Sex Discrimination; Drug/Alcohol Offenses; Insurance; Leave; Fair Labor Standard Act (FLSA), Family Medical Leave Act (FMLA), Job Performance; Evaluation; Job Posting/Bidding; Just Cause; Layoffs/Bumping/Recall; Merit Promotions, Management Rights; Past Practice; Pension and Welfare; Retirement, Safety/Health Conditions; Seniority; Sexual Harassment; Subcontracting; Tenure/Reappointment; Union Security; Cost-of-living Pay; Compensation; Job Classification & Rates of Pay; Termination; Union Trusteeship; Work Hours/Schedules/Assignments; Working Conditions/Work Orders and Violence or Threats.