



**CITY OF HERMOSA BEACH
BOARD/COMMISSION APPLICATION**

Name of Board/Commission CIVIL SERVICE BOARD



Name Ronald Douglas Collins

Phone Number

Address [REDACTED] Hermosa Beach, CA 90254

Email doug.collins@roadrunner.com

Occupation/Profession Labor Arbitrator & Mediator

Employer Name & Address Self Employed, 805 Pier Ave., Suite B #805, Hermosa Beach, CA 90254

REFERENCES (Please List Three References)

Personal: Stephanie Collins

Professional: Najeeb Khoury

Other: Dirk Beving

COMMUNITY PARTICIPATION AND SERVICE (Past and Present)

Why do you wish to serve on the Board/Commission?

It's what I do! I have been a full-time professional neutral in labor-management relations since 1972, and member of the Hermosa Beach Civil Service Board since 2007. I am also the Chairman of the Los Angeles City Employee Relations Board, a position I've held since 2009, and was the Chairman of the Los Angeles County Employee Relations from 2010 to 2013. Previously I was the Executive Director of the L.A. Employee Relations Board from 1972 to 2000, and I have been an arbitrator in private practice since 1978.

Which duties and responsibilities of the Board/Commission are important to you and why?

Fair and unbiased application of applicable laws, regulations, and Hermosa Beach Municipal Code to matters that come before the Civil Service Board.

Do you have any current or past obligations or responsibilities, which could be construed as a conflict of interest with the position you are applying for? - Select -

If yes, please explain below:

No.

Please add your education, employment, memberships, past activities, or other experience you feel qualifies you to serve on the Board/Commission.

PROFESSIONAL AFFILIATIONS

National Academy of Arbitrators; Member, 1989 – Present; Board of Governors, 2001 – 2004

Association of Labor Relations Agencies; President, 1991 – 1992

UCLA Institute of Industrial Relations Association; President, 1989 – 1991

Industrial Relations Research Association; Chapter Board of Directors, 1986 – 1990

EDUCATION

Occidental College, Los Angeles, California; Bachelor of Arts, Political Science, 1968

UCLA Institute of Industrial Relations; Certificate, Public Sector Labor Relations, 1974

<u>Board/Commission</u>	<u>Meeting Location</u>	<u>Meeting Schedule</u>
Building Board of Appeals	City Council Chambers	Second Monday of each month at 7 p.m.

This five-member board provides reasonable interpretations of the Building Code [HBMC 15.04.020]

Civil Service Board	City Council Chambers	Third Wednesday of each month at 5 p.m.
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This five-member board serves as the City's Review Board pertaining to personnel functions and Civil Service Rules and Regulations, including review and approval of job specifications and eligibility lists [HBMC 2.76.060-2.76.090].

Parks, Recreation & Community Advisory Commission	City Council Chambers	First Tuesday of each month at 7 p.m.
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This five-member commission serves in an advisory capacity to the City Council in all matters pertaining to the Community Resources Department; cooperates with other governmental agencies and civic groups on the advancement of sound leisure, cultural, social services and educational programming; provides guidance and approvals for City special events; and formulates policies on the services, programs and lease agreements of the Department, subject to approval of the City Council [HBMC 2.28].

Planning Commission	City Council Chambers	Third Tuesday of each month at 7 p.m. (in December meeting is on the second Monday)
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This five-member commission is governed in all respects and performs duties as prescribed by applicable state and local laws. The primary purpose of the Commission is to maintain and enhance the environment of the community, which entails advance or long-range planning (updating of the General Plan and specific elements), current planning (short-range projects), and land use controls (administering to the code and review of all subdivisions and zoning petitions). The Commission serves as an advisory board to the City Council on all matters pertaining to zoning, conditional use permit process, etc. [HBMC 2.32].

Public Works Commission	City Council Chambers	Third Wednesday of odd-numbered months (January, March, May, July, September, and November) at 7 p.m.
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The duties of this five-member commission are to review and make recommendations to the City Council on all capital improvement program projects, assist with developing and updating design guidelines for public improvements and other matters referred to the Commission by the City Council [HBMC 2.80].

Do you foresee any scheduling problems that might cause you to miss meetings? - Select -

How long have you lived in Hermosa Beach?

Additional comments:

I have read the roles and responsibilities of the Board/Commission I am applying for. If required, I will submit proof of my voter registration status at the time I submit my application (voterstatus.sos.ca.gov).

I understand a resume must be submitted to the city clerk's office at the time I submit my application to be considered for the position.

Signature:

Date:

My Voter Status

Your information has been successfully saved. Thank you. ❌

Personal Information

First name RONALD

Last name COLLINS

Status ACTIVE

Your preferred language to receive election material is ENGLISH


HERMOSA BEACH 90254

Mailing Address HERMOSA BEACH, CA 90254


Vote-by-Mail in All Elections

All active registered voters will be mailed a vote-by-mail ballot for every election. If you want to vote in person, you must turn in your vote-by-mail ballot, or you may be required to vote a provisional ballot.

You can track the status of your vote-by-mail ballot.

Sign up for ballot tracking [🔗 \(http://wheresmyballot.sos.ca.gov/\)](http://wheresmyballot.sos.ca.gov/).

You are registered to vote in LOS ANGELES COUNTY

County website: <http://www.lavote.net/> [🔗 \(http://www.lavote.net/\)](http://www.lavote.net/)

County phone: **800-815-2666**

Voters have the option to receive important election information by email. To add or verify your email address please review the **Email Contact Information** section below.

To change your voter information, please **re-register to vote** [🔗 \(http://registertovote.ca.gov/\)](http://registertovote.ca.gov/).

Voting History

If you voted in an election, you can see if you voted at a polling place, vote center, voted by mail, or cast a provisional ballot.

If you do not see a recent election that you voted in, it may be because your county has not yet sent information about your ballot to the Secretary of State.

Counties have up to 60 days after the election to provide this information to the Secretary of State.

Please note that any voting history prior to the November 6, 2016, General Election is not displayed on this website.

For the most up-to-date status, please contact your county elections office or use their online ballot status tool:


<http://www.sos.ca.gov/elections/ballot-status/>  (<http://www.sos.ca.gov/elections/ballot-status/>).

Select an election *


Select an election



Upcoming Elections

Please visit our website for more information on the [upcoming elections](http://www.sos.ca.gov/elections/upcoming-elections/)  (<http://www.sos.ca.gov/elections/upcoming-elections/>).

Election Materials

This page allows you to change how you would like to receive your state and county voter information guides. If you would like to make additional changes, please [re-register to vote](http://registertovote.ca.gov/)  (<http://registertovote.ca.gov/>).

I want to get my state voter information guide before each statewide election by MAIL

I want to get my county voter information guide before each statewide election by

ELECTRONIC NOTIFICATION

Your email address for electronic notification is DOUG.COLLINS@ROADRUNNER.COM

State Voter Information Guide

I want to get my state voter information guide by mail before each statewide election *

Yes

No

County Voter Information Guide

I want to get my county voter information guide by mail before each election. *

Yes No

A county voter information guide is mailed to you by your county before each election. You can choose to not have the county voter information guide mailed to you and instead receive electronic notification that is available. However, if your county does not provide electronic notification, a county voter information guide will be mailed to you.

Voter Preferences

My preferred language to receive election materials is

Other Language (specify):

Email Contact Information

If you've signed up to receive your Remote Access Vote-by-Mail ballot or Voter Information Guide(s) electronically please provide an email. Elections officials will also use this email to send you any updates on election information.

Email Address *

Confirm Email Address *

Update Your Email Address	Delete
Email Address <input type="text" value="doug.collins@roadrunne"/>	<input type="checkbox"/>

If you believe this is in error, contact your [county elections office](http://www.sos.ca.gov/elections/voting-resources/county-elections-offices) (http://www.sos.ca.gov/elections/voting-resources/county-elections-offices). To change your registration information, [re-register to vote](http://registertovote.ca.gov/) (http://registertovote.ca.gov/).

California Secretary of State elections@sos.ca.gov (mailto:elections@sos.ca.gov) or [Phone: \(800\) 345-8683](tel:8003458683) (tel:8003458683).

R. DOUGLAS COLLINS

Labor Arbitrator & Mediator

Hermosa Beach, California 90254-3943

E-Mail: doug.collins@roadrunner.com

Telephone: [REDACTED]

Cell: [REDACTED]

RÉSUMÉ

Updated December 12, 2023

AVAILABILITY

I am available to conduct grievance arbitrations, interest arbitrations, factfindings, civil service hearings, unfair practice hearings, boards of inquiry, and mediations either in person or by videoconference.

EMPLOYMENT HISTORY

- 1978 to present: Private practice as arbitrator, mediator, fact finder, & hearing officer in the resolution of more than 3,400 labor-management disputes in the public and private sectors.
- 1972 to 2000: Executive Director, Los Angeles City Employee Relations Board. Administrative head of neutral agency responsible for resolving disputes between the City of Los Angeles and unions of its employees. Areas of responsibility included representation issues, mediation, fact finding, unfair labor practice charges, grievance arbitration, budget, personnel, supervision of staff, and general administration.
- 1982 to 1990: Instructor for UCLA Extension and for the Los Angeles Community College District's Labor Center, teaching courses in public sector labor-management relations.

PROFESSIONAL AFFILIATIONS

- National Academy of Arbitrators; Member, 1989 – Present; Board of Governors, 2001 – 2004
- Association of Labor Relations Agencies; President, 1991 – 1992
- UCLA Institute of Industrial Relations Association; President, 1989 – 1991
- Industrial Relations Research Association; Chapter Board of Directors, 1986 – 1990

EDUCATION

- Occidental College, Los Angeles, California; Bachelor of Arts, Political Science, 1968
- UCLA Institute of Industrial Relations; Certificate, Public Sector Labor Relations, 1974

PUBLIC SERVICE

- 2009 to present: Board Member, Los Angeles City Employee Relations Board; Board Chairman, November 2012 to present. The ERB is the neutral agency responsible for administering, interpreting, and applying the city's Employee Relations Ordinance, which governs labor-management relations between the city, unions, and individual employees, including representation, meeting and conferring, mediation, fact finding, unfair labor practices, and grievance arbitration.
- 2010 to 2013: Commissioner, Los Angeles County Employee Relations Commission; Chairman, October 2010 to September 2013. ERCOM is the neutral agency responsible for administering, interpreting, and applying the county's Employee Relations Ordinance, which governs labor-management relations between the county, unions, and individual employees, including representation, meeting and conferring, mediation, fact finding, unfair labor practices, and grievance arbitration.
- 2007 to present: Commissioner, City of Hermosa Beach Civil Service Board; Chairman 2019; neutral agency responsible for review of matters arising under the city's Civil Service Rules and Regulations.

AGENCY PANELS

• American Arbitration Association • California Public Employment Relations Board • California State Mediation & Conciliation Service • Federal Mediation & Conciliation Service • Hawaii Labor Relations Board • Los Angeles City Employee Relations Board • National Mediation Board • Nevada Local Government Employee-Management Relations Board • Nevada State Labor Commissioner • Oregon Public Employment Relations Board • Washington Public Employment Relations Commission.

Please note that at my request, I have been in inactive status on most of the above panels since January 2010 due to my heavy workload.

ISSUES ARBITRATED

• Affirmative Action • Absenteeism • Arbitrability • Bargaining Unit Work • CCW Permits • Conduct (Off Duty/Personal) • Demotion • Discipline (Non-Discharge) • Discipline (Discharge) • Discrimination (Age, Disability, Race, Sex, Religion, National Origin) • Drug/Alcohol Offenses • Fringe Benefits (Bonus, Holidays, Insurance, Leave, Vacation) • Excessive Force • Grievance Mediation • Health/Hospitalization • Hiring Practices • Job Performance • Job Posting/Bidding • Layoffs/Bumping/Recall • Management Rights • Past Practices • Pension and Welfare Plans • Promotion • Retirement • Safety/Health Conditions • Seniority • Sexual Harassment • Strikes • 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 • Working Conditions/Work Orders • Violence & Threats

INDUSTRIES & GOVERNMENT

• Aerospace • Airlines • Agriculture • Automotive • Bakery • Beverage • Broadcasting • Cement • Chemicals • Cities • Communications • Community Colleges • Construction • Counties • Education • Electronics • Entertainment/Arts • Federal Government • Food (Manufacturing/ Processing/Service) • Furniture • Grain Mill • Health Care • Higher Education • Hotels/Motels/ Casinos/Resorts • Hospitals/ Nursing Home • Maritime • Meat Packing • Mining • Office Workers/ Clerical • Organizations • Petroleum/ Petrochemicals • Plumbing • Police and Fire • Postal • Printing and Publishing • Prison Guard • Railroads • Refrigeration/HVAC • Restaurants • Retail Stores • Rubber/Tire • Schools • Shipping • Special Districts • State Government • Transportation • Trucking & Storage • Unions • Utilities • Warehousing

PERMANENT ARBITRATION PANELS

I currently serve or have served on the permanent arbitration panels established by the following parties:

• AHMC Healthcare & Service Employees International Union/United Healthcare Workers – West
• Alliance of Motion Picture and Television Producers & Directors Guild of America • Alliance of Motion Picture and Television Producers & Writers Guild of America, West • Alliance of Motion Picture and Television Producers & Screen Actors Guild – American Federation of Television and Radio Artists
• APL & International Longshore and Warehouse Union • AT&T & Communications Workers of America
• American National Can & United Steelworkers of America • California State University & California Faculty Association • California State University & Academic Professionals of California (Sole Permanent Umpire 2000 – 2011) • California State University & California State University Employees Union
• California State University & State Employees Trades Council United • California State University & United Automobile Workers • California Teachers Association & California Associate Staff • California Teachers Association & California Staff Organization • City of Beverly Hills & Management and Professional Employees Association • City of Beverly Hills & Municipal Employees Association • City of Costa Mesa & Costa Mesa City Employees Association • City of Costa Mesa & Costa Mesa Police Association • City of Torrance & Torrance Police Officers Association • City of North Las Vegas & Teamsters • Clark County, Nevada, & International Association of Fire Fighters • Coca Cola Bottling Company of San Diego & Teamsters • Community and Mission Hospital & Service Employees International Union/United Healthcare Workers West • County of Riverside & Laborers International Union of North America • County of Riverside & Riverside Sheriff's Association • County of Riverside & Service

Employees International Union • County of Yolo & Yolo County Deputy Sheriff's Association • Disneyland Resort & UNITE HERE • Disneyland Resort & Workers United • Eagle Marine Services & International Longshore and Warehouse Union • Encino Hospital Medical Center & Service Employees International Union 121RN • Hill Air Force Base & American Federation of Government Employees • Hollywood Presbyterian Medical Center & Service Employees International Union 121RN • Hollywood Presbyterian Medical Center & Service Employees International Union, United Healthcare Workers – West • Hughes Aircraft & Electronic and Space Technicians • Integrated Healthcare Holdings & Service Employees International Union/United Healthcare Workers – West • Kaiser Permanente & Service Employees International Union • Kaiser Permanente & Office and Professional Employees International Union • KCOP Television & International Alliance of Theatrical and Stage Employees • Los Angeles Area Race Tracks & International Brotherhood of Teamsters • Los Angeles County Metropolitan Transit Authority & Amalgamated Transit Union • Los Angeles Unified School District & Los Angeles School Police Association • Los Angeles Unified School District & United Teachers of Los Angeles • Metropolitan Water District of Southern California & American Federation of State, County & Municipal Employees • National Electrical Contractors Association & International Brotherhood of Electrical Workers • National Fire Sprinkler Association & Sprinkler Fitters • NBC Universal & National Association of Broadcast Employees and Technicians • Olympia Medical Center & Service Employees International Union/United Healthcare Workers – West • Pacific Bell & Communications Workers of America • Pasha Stevedoring and Terminals International Longshore and Warehouse Union • Pepsi Cola Bottling Company of San Diego & Teamsters • Providence Tarzana Medical Center & Health Care Workers United • Raytheon & Electronic and Space Technicians • Rexam & United Steelworkers of America • Rio Tinto Minerals, U.S. Borax & International Longshore and Warehouse Union • San Diego Gas and Electric & International Brotherhood of Electrical Workers • San Joaquin Regional Transit District & Amalgamated Transit Union • Santa Clara County Transit District & Amalgamated Transit Union • San Joaquin Regional Transit District & Amalgamated Transit Union • Social Security Administration & American Federation of Government Employees • Southern California Edison & International Brotherhood of Electrical Workers • Southern California Gas & Utility Workers Union of America • State of California & California Correctional Peace Officers Association • State of California & California State Employees Association • State of California & International Union of Operating Engineers • State of California & Professional Engineers in California Government • Sysco Food Services of Los Angeles & Teamsters • Tenet Healthcare California & Service Employees International Union/United Healthcare Workers • Tenet Healthcare Systems & American Federation of State, County and Municipal Employees • Tenet Healthcare Systems & Service Employees International Union/United Healthcare Workers – West • United States Navy, San Diego, & American Federation of Government Employees • United States Postal Service & American Postal Workers Union • United States Postal Service & National Postal Mail Handlers Union • University of California Irvine & State Employees Trades Council United • University of California, Los Angeles, & International Union of Operating Engineers • University of California & American Federation of State, County and Municipal Employees • University of California & American Federation of Teachers • University of California & Federated University Police Officers Association • University of California & United Auto Workers • University of California & University Professional and Technical Employees • Verizon California & Communications Workers of America • Walt Disney Enterprises & UNITE HERE • Walt Disney Enterprises & Office and Professional Employees International Union • West Coast Terminal and Marine Services & International Longshore and Warehouse Union • White Pine County School District & Nevada School Employees Association • Various Others.

Please note that “permanent” arbitration panels frequently change without notice to the arbitrators.

PUBLICATIONS

- *Factfinders Resource Manual*, (co-author) California Public Employment Relations Board, 1987;
- “Forum: Some More Views On The Use Of Factfinding,” *California Public Employee Relations*, December 1986;
- “Arbitrating Agency Fee Disputes: The Courts Set the Stage,” (co-author) *California Public Employee Relations*, June 1986; • “Agency Shop In Public Employment,” *Public Personnel Management*, Summer 1986;
- “Reflections of an Arbitrator,” *Discipline and Grievances*, October 1988.