



Pursuant to Governor Newsom's Executive Order N-29-20, members of the Board of Directors and staff will participate in this meeting via a teleconference. Members of the public can comment when prompted by unmuting their microphone, and allowing access to their webcam is optional.

## CAYUCOS SANITARY DISTRICT

200 Ash Avenue  
PO Box 333  
Cayucos, California 93430-0333  
805-995-3290

### GOVERNING BOARD

R. Enns, President  
D. Chivens, Vice-President  
S. Lyon, Director  
R. Frank, Director  
H. Miller, Director

### BOARD OF DIRECTORS SPECIAL MEETING AGENDA WEDNESDAY, APRIL 28, 2021 AT 5:00PM

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Copies of the staff reports or other documentation relating to each item of business referred to on the agenda are on file in the District Office and available on the CSD website at <https://www.cayucossd.org/board-of-directors-meetings>. To comply with the Governor's Executive Order, CA Department of Public Health social distancing guidance and shelter-at-home order, related to slowing the spread of coronavirus (COVID-19), the CSD Administrative Office is closed to the public, until further notice. Please call 805-995-3290 if you need any assistance. If requested, the agenda and supporting documents shall be made available in alternative formats to persons with a disability.

1. **ESTABLISH QUORUM AND CALL TO ORDER**
2. **PUBLIC COMMENTS:**  
Members of the public wishing to address the Board on any item described in this Notice may do so when recognized by the Board President.
3. **DISCUSSION AND CONSIDERATION OF SELECTION OF HEARING OFFICER FOR CRAWFORD TERMINATION APPEAL HEARING**
4. **ADJOURNMENT**

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This agenda was prepared and posted pursuant to Government Code Section 54954.2. The agenda can be accessed and downloaded from the District's website at <https://www.cayucossd.org/board-of-directors-meetings>

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## **CAYUCOS SANITARY DISTRICT**

**TO:** BOARD OF DIRECTORS

**FROM:** TIMOTHY J. CARMEL, DISTRICT COUNSEL

**DATE:** APRIL 28, 2021

**SUBJECT:** DISCUSSION AND CONSIDERATION OF SELECTION OF HEARING OFFICER FOR CRAWFORD TERMINATION APPEAL HEARING

### **DISCUSSION:**

As the Board is aware, on April 9, 2021, Danielle Crawford's employment with the District was formally terminated. By letter dated April 5, 2021, Ms. Crawford's attorney, David L Hagan, waived her right to an informal hearing procedure (Skelly Hearing) and appealed the termination, albeit prematurely. Pursuant to Section 8.a. of the Cayucos Sanitary District Discipline and Appeals Policy, the appeal hearing must be conducted by June 8, 2021, unless the District Manager and the appellant agree in writing to extend the date of the hearing for a specified time.

It is recommended that the Board appoint Andrea L. Dooley to serve as the hearing officer, pursuant to Section 8.b. of the Cayucos Sanitary District Discipline and Appeals Policy. Ms. Dooley's curriculum vitae and rate schedule are attached. These materials have also been provided to Mr. Hagan. Ms. Dooley comes highly recommended by Liebert Cassidy Whitmore, a large employment law firm with offices throughout California, including in Fresno. It is anticipated that the hearing will take one day and will be held via zoom. If appointed, it is further recommended that the Board authorize the District Manager to enter into an agreement for hearing officer services with Ms. Dooley, subject to review and approval by District Counsel.

#### Attachments:

- Andrea L. Dooley - Curriculum Vitae and Rate Schedule

**Andrea L. Dooley, Arbitrator**  
**953 W. MacArthur Blvd # 12**  
**Oakland, CA 94608**  
[andreadooley@gmail.com](mailto:andreadooley@gmail.com)  
**(510) 719-3089**  
[www.andreadooleyarbitration.com](http://www.andreadooleyarbitration.com)

## **PROFESSIONAL EXPERIENCE**

2014-present: Arbitrator (grievance and arbitrations, fact-finding hearings, civil service hearings, mediation, labor-management partnerships, interest-based bargaining)  
2011-2014: Safety Leader, Kaiser Permanente, Oakland, California  
2009-2011: National Coordinator, Coalition of Kaiser Permanente Unions, Oakland, California  
2005-2008: Partner, Weinberg, Roger & Rosenfeld, Alameda, California  
2000-2005: Associate, Van Bourg, Weinberg, Roger & Rosenfeld, Oakland, California

## **EDUCATIONAL BACKGROUND**

JD, Chicago-Kent College of Law, Illinois Institute of Technology, 2000  
MA, University of Chicago, Divinity School, 1996  
BA, University of Chicago, 1996

## **ADMISSION TO PRACTICE LAW**

State of California, 2000; United States District Courts, California, 2000; United States Court of Appeals, Ninth Circuit, 2000 (SBN: 208742)

## **PUBLIC SERVICE**

2019-present: President, Oakland Technical High School Parent Teacher Student Association, Oakland, California  
2017-2018: Alternate commissioner, Oakland Police Commission, Oakland, California

## **PANELS**

Alameda Contra Costa Transit District and Amalgamated Transit Union, American Arbitration Association, AAA Tribal Labor Panel, California State Mediation and Conciliation Service, California Public Employment Relations Board, Panel of Neutrals, California State University and California Faculty Association, County of Los Angeles Civil Service Commission, Communication Workers of America District 9 and AT&T West, County of Los Angeles Employment Relations Commission, Equal Employment Opportunity Commission Federal Mediation Program, Federal Mediation and Conciliation Service, IBEW Local 595 Trust Funds Expedited Arbitration Panel, Los Angeles Employee Relations Board, National Mediation Board, United States Postal Service and American Postal Workers Union, AFL-CIO Arbitration Panel, UPI and United Steelworkers Locals Panel, Washington Public Employment Relations Commission

## **INDUSTRIES**

Transportation (rail, public transit), freight, healthcare, entertainment, communications, professional and technical, building trades, service industries, public sector, healthcare, education, higher education, cities and counties, law enforcement, postal and service.

## **MEMBERSHIPS**

California State Bar Labor and Employment Section; Bar Association of San Francisco, ADR and Labor & Employment Sections; National Academy of Arbitrators; Orange County Labor and Employment Relations and Research Association

## **PUBLICATIONS AND OTHER ACTIVITIES**

Dooley, Andrea L., *A Beginner's Guide to Labor Arbitration Practice: Tips & Strategies for Improving Your Case*, July 2020; *DHL Express and Teamsters*, 139 LA 653 (2019); *DHL Express and Teamsters*, 135 LA 1858 (2016); *YRC Freight and Teamsters*, 136 LA 50 (2016); "Technology and Ethics: A Guide for Neutrals," *ABA Just Resolutions Newsletter*, March 2015; Faculty, Labor Arbitration Institute; Faculty, Labor Relations Information Systems; Program Chair, "Meet the Arbitrator" Conference 2017, National Academy of Arbitrators, Northern California Region

**Andrea L. Dooley, Arbitrator**  
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(510) 719-3089

## **Rates for Labor Arbitration, Factfinding and Grievance Mediation**

### Per Diem

The fee is \$2,400 per day for each day of hearing. A hearing day is any portion of a day up to eight hours. Time for research and preparation of the Opinion, Award or Report is prorated at an hourly rate of \$300 per hour.

### Cancellation

If the scheduled hearing is postponed or cancelled with notice of less than 21 calendar days, the per diem rate for each day of hearing shall be charged if another cannot be set in its place.

### Expenses

There are no charges for routine copying, phone, clerical or incidental office expenses. Parties are charged for the actual cost of reasonable travel and case-related expenses, including airfare and other transportation (e.g., car rental, parking, taxi), food, and lodging. Automobile mileage is charged at the applicable IRS expense rate for use of my personal vehicle.

### Travel Time

There is no charge for travel time in the Bay Area. If more than two hours of travel time are needed for round trip travel to and from the hearing location, travel time is \$200 per hour.

### Individual Cases

Cases involving an individual grievant or employee who is not represented by a union or employee organization will require a deposit of the cost of one hearing day prior to scheduling the hearing. The deposit will be applied to any costs incurred by the parties and will be refunded in full if the hearing is cancelled 21 calendar days before the scheduled day of hearing.

### Interim Billing

At my discretion, the parties may be billed on an interim basis after each phase of the case, such as after a day of hearing.