



## *Byron Berry*

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Law Firm	Private (Administrative Law Judge - Retired)
Location	Riverside County and Surrounding Areas
Practice Areas	Labor and Employment, Personal Injury, Accidents and Business Litigation
Education	<ul style="list-style-type: none"><li>• Juris Doctorate, San Fernando Valley College of Law (1974)</li><li>• Bachelor of Arts in Speech, California State University, Los Angeles (1969)</li></ul>
Date Admitted to California State Bar	June 1974
First Year ADR Experience	1987 (with the Los Angeles County Superior Court)
Professional Association Memberships	<ul style="list-style-type: none"><li>• Member, State Bar of California</li><li>• Member, Riverside County Bar Association</li><li>• Member, Orange County Labor and Employment Relations Association</li><li>• Member, American Arbitration Association</li><li>• Panel member, Riverside Superior Court</li><li>• Panel member, Indio Superior Court</li><li>• Panel member, RCBA Dispute Resolution Service, Inc.</li><li>• Panel member, University of California/CUE - Teamsters</li><li>• Arbitration Panel, State Mediation and Conciliation Services</li><li>• Arbitration Panel, Federal Mediation and Conciliation Services</li><li>• Arbitration Panel, American Arbitration Association</li><li>• Panel member, California Department of Human Resources</li></ul>
Bar Membership(s)	<ul style="list-style-type: none"><li>• State of California (June 1974)</li></ul>
Additional Information	<p>I received my Bachelor's degree in Speech Arts at California State University, Los Angeles in 1969. I subsequently attended the San Fernando Valley College of Law. After graduating and obtaining a Juris Doctorate degree, I became a member of the State Bar of California in June 1974.</p> <p>I commenced employment as a Los Angeles County Deputy Sheriff in 1964. Assignments with the Sheriff's Department included the Jail</p>



### Additional Information

Division, Transportation, Patrol and the Legal Unit. I left the Sheriff's Department in 1976 to become a prosecutor with the Los Angeles County District Attorney's Office. I subsequently went into the private practice of law, focusing primarily on criminal law and personal injury.

In December 1983, I became an Administrative Law Judge (ALJ) with the California State Personnel Board (Board). I held that position for 25 years, and was promoted to the position of ALJ II. I presided over more than a thousand administrative hearings throughout the state. The hearings involved State of California employees who were being punished or sanctioned for disciplinary transgressions or performance concerns. About half of the employees in the hearings were law enforcement officers who were State Traffic Officers with the California Highway Patrol or Correctional Officers with the California Department of Corrections and Rehabilitation. A working knowledge of the Peace Officer Bill of Rights was required to adjudicate those cases.

As an ALJ, I handled procedural and due process issues, including Skelly issues and all other pertinent issues impacting employment law. Other employment matters included discrimination, retaliation, whistleblower, reasonable accommodation, sexual harassment and grievances. My duties also included extensive negotiations and mediations that resulted in case settlements, which saved valuable time and avoided needless legal expenditures. After hearing each case, I typed a Proposed Decision about eight to fifteen pages in length that was submitted to the Board. I litigated numerous grievances in which the primary issue was whether or not the employer had complied with the Collective Bargaining Agreement (CBA) or the Memorandum of Understanding (MOU). In many cases, if the terms were not complied with, the disciplinary action would not be sustained against the employee.

I am currently on the arbitration and mediation panels of the Riverside and Indio Superior Courts, and I am a member of the State Mediation and Conciliation Service Arbitration Panel. I am on the panel that arbitrates grievances between the California Statewide University Peace Officers Association and the California State University; and I am also on the University of California/CUE – Teamsters Arbitration Panel.