

John A. Swarbrick, FCI Arb

LABOR ARBITRATOR • FACTFINDER • WORKPLACE INVESTIGATOR

John A. Swarbrick Law
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John A. Swarbrick is a labor arbitrator, factfinder and workplace investigator based in Los Angeles County, California. He is a Fellow of the Chartered Institute of Arbitrators, an attorney admitted in California, and a barrister and solicitor advocate qualified in England and Wales. He holds an LL.M. in Dispute Resolution from Pepperdine University's Straus Institute and an LL.M. in International Business Law from the University of Manchester.

From 2012 to 2020 Mr. Swarbrick served as Associate Vice Chancellor for Labor and Employee Relations at the California State University, where he was chief negotiator for the system's 13 bargaining units covering 65,000 represented employees, senior labor advisor to the Chancellor and Board of Trustees, and responsible for the system's grievance, arbitration and PERB caseload. He also headed the systemwide Equal Employment Opportunity and Whistleblower Protection unit. From 2005 to 2012 he was senior consultant with C. Richard Barnes and Associates, advising management and labor organizations across the United States and Canada, and from 2020 to 2023 he was principal of a labor relations consultancy firm. In the United Kingdom he practiced as a barrister and solicitor advocate specializing in police employment and discipline, including representing the Metropolitan Black Police Association in the Morris Inquiry.

Mr. Swarbrick is listed on the FMCS Roster of Arbitrators and on the California State Mediation and Conciliation Service and Los Angeles County Employee Relations Commission panels. He teaches arbitration, negotiation and online dispute resolution at CSU Dominguez Hills, where he serves on the Board of Advisors of the Negotiation, Conflict Resolution and Peacebuilding program. He has worked exclusively as a neutral since December 2023.

Panels

- Federal Mediation and Conciliation Service — Roster of Arbitrators (serving California and Massachusetts)
- California State Mediation and Conciliation Service (PERB) — Panel of Arbitrators and Factfinders
- Los Angeles County Employee Relations Commission — Panel of Arbitrators/Hearing Officers

Qualifications

- Attorney, State Bar of California (No. 264555)
- Barrister, called to the Bar by the Honourable Society of Gray's Inn, London
- Solicitor Advocate (Higher Courts), England and Wales
- Fellow, Chartered Institute of Arbitrators (FCI Arb)
- LL.M., Dispute Resolution — Pepperdine University, Straus Institute for Dispute Resolution
- LL.M., International Business Law — University of Manchester (Lawson Prize)
- LL.B. (Hons) — University of Sheffield

Practice commitments

- Hearing dates offered within 1–2 days of appointment; hearings in person or online
- Awards normally issued within 21 days of the record closing
- Written disclosure of any past relationship with the parties before the hearing is scheduled
- Investigations normally begin within 1–2 business days of engagement

Fee basis (summary)

Per diem \$2,000 per hearing day; study and award writing normally 2 days per hearing day; other time \$375 per hour; no travel charge within Los Angeles, Ventura and Orange counties; cancellation with fewer than 28 days' notice one half-day, fewer than 14 days one full day, unless rescheduled and heard; fees shared equally unless the agreement provides otherwise; no docketing or administrative fee. Full schedule: jaswarlaw.com/arbitration/.