

William Benjamin Gould IV
Charles A. Beardsley Professor Law, Emeritus,
Former Chairman of the National Labor Relations Board (1994-1998)
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(Born in Boston, Massachusetts, July 16, 1936)

Educational:

Research student, London School of Economics, 1962-'63

LL.B. Cornell Law School 1961

A.B. University of Rhode Island 1958

Honorary degrees include: LL.D.: 1998, Rutgers University; LL.D.: 1997, Capital University;

LL.D.: 1996, Stetson University; LL.D.: 1996, The District of Columbia School of Law; and

LL.D.: 1986, University of Rhode Island.

Professional Positions:

Charles A. Beardsley Professor of Law, Emeritus, Stanford Law School, 2002- present;

Charles A. Beardsley Professor of Law, 1984-2002; Professor of Law 1972-1984

Assistant General Counsel of the United Auto Workers in Detroit, 1961-1962

Attorney for the National Labor Relations Board in Washington, D.C., 1963-1965

Associate, Battle, Fowler, Stokes & Kheel in New York, New York, 1965-1968

Professor of Law at Wayne State Law School in Detroit, 1968-1971

Visiting Professor of Law at Harvard Law School, Cambridge, Massachusetts, 1971-1972

Visiting Professor of Law at Howard Law School in Washington, D.C., 1989

Visiting Fellow and Lecturer: Churchill College, Cambridge, 1975; University of Tokyo Law Faculty, 1975,1978; East-West Center, Honolulu, 1982-1983; Australian National University, Canberra, Australia, 1985; European University Institute, Florence, Italy, 1988; University of Witwatersrand, South Africa, 1991

Chairman of the National Labor Relations Board, 1994-1998

Visiting Professor of Law at the University of Hawaii Law School, 2005

Professor of Law, University of San Diego Summer Law Study Abroad Program: Institute of International and Comparative Law in London, 2005

Chairman of the California Agricultural Labor Relations Board, 2014-_____

Honors and Affiliations:

Guggenheim Fellow 1975

Rockefeller Foundation Fellow, 1975-1976

Fulbright Professor in South Africa 1991, part of the first group of Fulbright Scholars subsequent to President Mandela's release from prison.

Recipient of the Certificate of Merit from American Bar Association Gavel Award Committee, 1983 for A Primer on American Labor Law, a book which has been translated into Spanish, German, Japanese, Chinese, and Korean

Distinguished Speaker at 1994 National Academy of Arbitrators Annual Meeting in Minneapolis

Keynote Speaker at 2010 National Academy of Arbitrators Annual Meeting in Philadelphia

Member of National Academy of Arbitrators, 1970-present

Consultant to the U.S. Equal Employment Opportunity Commission, 1966-67

Member of First Fact-Finding Board established under New York Taylor Law, 1967

Co-Chairman of the California State Bar Ad Hoc Committee on Wrongful Dismissal, 1983-84

Secretary, Labor and Employment, Law Section, ABA, 1980-81
Chair of Mayor of San Francisco's Task Force on Collective Bargaining, 1990-91
Member of On the Future of Worker/Management Relations Commission, U.S. Department of Labor and U.S. Department of Commerce, 1993-94
Member of Council of the Administrative Conference of the United States, 1994-96
Impartial Investigator and Consultant for Writers Guild of America, West, in Election Protest Dispute, 2003-04
Expert Witness for National Hockey League in proceedings before the British Columbia Labor Relations Board and Quebec Labor Relations Board involving the extraterritoriality of American labor law, 2005, 2012
Expert Witness for County of Santa Clara, 2006-07
Independent Monitor for First Group America for Freedom of Association complaints, 2008-10
Consultant and Special Advisor to the U.S. Department of Housing and Urban Development (HUD) on project labor agreements, 2011-12
Lead counsel for black and Latino plaintiffs in employment discrimination cases, including Stamps v. Detroit Edison in which his clients received the largest per capita employment discrimination judgment at that time, 1970s and admitted to and argued before the Circuit Courts of Appeals of the District of Columbia, First, Third, Sixth and Ninth Circuits in such cases.
Fellow - *Honoris Causa* in Catholic Scholars for Worker Justice.

Books:

Black Workers in White Unions: Job Discrimination in the United States (Cornell University Press 1977)
A Primer on American Labor Law, (MIT Press 1982, 2nd edit. 1986, 3rd edit. 1993, 4th edit. 2004, 5th edit. 2013)
Japan's Reshaping of American Labor Law (MIT Press 1984)
Strikes, Disputes Procedures, and Arbitration Essays on Labor Law (Greenwood Press 1985)
Labor Relations in Professional Sports (Auburn House 1986)
Agenda for Reform: The Future of Employment Relationships and the Law (MIT Press 1993)
Labored Relations: Law, Politics and the NLRB—A Memoir (MIT Press 2000)
Diary of a Contraband: The Civil War Passage of a Black Sailor, (Stanford University Press, 2002)
International Labor Standards: Globalization, Trade and Public Policy (Stanford University Press, 2003)
Bargaining with Baseball: Labor Relations in an Age of Prosperous Turmoil (McFarland 2011)

Selected Book Chapters:

“A Half Century of the Steelworkers Trilogy: Fifty Years of Ironies Squared.” In *Arbitration 2010: The Steelworkers Trilogy at 50: Proceedings of the Sixty-Third Annual Meeting, National Academy of Arbitrators* (2011).
“Distinguished Speaker: This Generation's Reconciliation.” In *Arbitration 1994: Controversy and Continuity: Proceedings of the Forty-Seventh Annual Meeting, National Academy of Arbitrators Reflections on Wrongful Discharge Litigation and Legislation Proceedings of the Thirty-Seventh Annual Meeting, National Academy of Arbitrators* (1984).
Judicial Review of Employment Discrimination Arbitrations Proceedings of the Twenty-Fifth Annual Meeting, National Academy of Arbitrators (1972).
“**Gould, William B.**” In *The African American National Biography*, edited by Henry Louis Gates, Jr. and Evelyn Brooks-Higginbotham. New York, NY: Oxford University Press, 2008.

“Labor and Employment Arbitration.” In *American Arbitration: Principles and Practice*, Chapter 12. New York, NY: Practising Law Institute, 2008.

“Industrial Relations and the Law.” In *New Directions in the Study of Work and Employment: Revitalizing Industrial Relations as an Academic Enterprise*, edited by Charles J. Whalen. Cheltenham, UK: Edward Elgar, 2008.

“Labor Law for a Global Economy: The Uneasy Case for International Labor Standards.” In *International Labor Standards: Globalization, Trade, and Public Policy*, edited by William B. Gould and Robert J. Flanagan, 81. Stanford, CA.: Stanford University Press, 2003.

“Labor Law.” In *Introduction to the Law of the United States*, 2nd ed., edited by David S. Clark and Tugrul Ansay. Boston, MA: Kluwer Law and Taxation Publishers, 2002.

“Lochner v. New York.” In *Encyclopedia of the American Constitution*, 2nd ed., edited by Leonard W. Levy and Kenneth L. Karst, 1638. New York, NY: Macmillan Reference, 2000.

“Labor Relations and Race Relations.” In *Public Workers and Public Unions*, edited by Sam Zagoria, pages 147-159. Englewood Cliffs, NJ: Prentice-Hall, 1972.

Selected Articles:

“Ninth Annual Pemberton Lecture: Bargaining, Race, and Globalization: How Baseball and Other Sports Mirror Collective Bargaining, Law, and Life” 48 *University of San Francisco Law Review* 1 (2013).

“The 2011 Basketball Lockout: The Union Lives to Fight Another Day—Just Barely.” *Stanford Law Review Online* 64 (2012): 51.

“Beyond Labor Law: Private Initiatives to Promote Employee Freedom of Association.” *Indiana Law Journal* 87 (2012): 69.

“Using an Independent Monitor to Resolve Union-Organizing Disputes Outside the NLRB: The FirstGroup Experience.” *Dispute Resolution Journal* 66 (2011): 46.

“Labor Law Beyond U.S. Borders: Does What Happens Outside of America Stay Outside of America?” *Stanford Law & Policy Review* 21 (2010): 401.

“Labor Law Reform Variations on an Old Theme: Is the Employee Free Choice Act the Answer?” *Louisiana Law Review* 70 (Fall 2009): 1.

“The Employee Free Choice Act of 2009, Labor Law Reform, and What Can Be Done About the Broken System of Labor-Management Relations Law in the United States.” *University of San Francisco Law Review* 43 (Fall 2008): 291.

“Independent Adjudication, Political Process, and the State of Labor-Management Relations: The Role of the National Labor Relations Board.” *Indiana Law Journal* 82 (Spring 2007): 461.

“Globalization in Collective Bargaining, Baseball, and Matsuzaka: Labor and Antitrust Law on the Diamond.” *Comparative Labor Law & Policy Journal* 28 (Winter 2007): 283.

“Kissing Cousins?: The Federal Arbitration Act and Modern Labor Arbitration.” *Emory Law Journal* 55 (2006): 609.

“Fundamental Rights at Work and the Law of Nations: an American Lawyer’s Perspective.” *Hofstra Labor & Employment Law Journal* 23 (Fall 2005): 1.

“The NLRB at Age 70: Some Reflections on the Clinton Board and the Bush II Aftermath.” *Berkeley Journal of Employment and Labor Law* 26 (2005): 309.

“Labor Issues in Professional Sports: Reflections on Baseball, Labor, and Antitrust Law.” *Stanford Law and Policy Review* 15 (2004): 61. (Symposium: Sports and the Law.)

“The Labor Board’s Ever Deepening Somnolence: Some Reflections of a Former Chairman.” *Creighton Law Review* 32 (June 1999): 1505.

“The Burger Court and Labor Law: The Beat Goes On – Marcato.” *San Diego Law Review* 24 (January/February 1987): 51.

“Stemming the Wrongful Discharge Tide: a Case for Arbitration.” *Employee Relations Law Journal* 13 (1987): 404.

“Some Reflections on Fifty Years of the National Labor Relations Act: the Need for Labor Board and Labor Law Reform.” *Stanford Law Review* 38 (April 1986): 937.

“The Idea of the Job as Property in Contemporary America: the Legal and Collective Bargaining Framework.” *Brigham Young University Law Review* (1986): 885.

“The Supreme Court's Labor and Employment Docket in the 1980 Term: Justice Brennan's Term.” *University of Colorado Law Review* 53 (Fall 1981): 1.

“Black Unions in South Africa: Labor Law Reform and Apartheid.” *Stanford Journal of International Law* 17 (1981): 99.

“A Long Deep Drive to Collective Bargaining: of Players, Owners, Brawls, and Strikes.” *Case Western Law Review* 31 (1981): 685. (With Robert C. Berry.)

“Solidarity Forever - or Hardly Ever: Union Discipline, Taft-Hartley, and the Right of Union Members to Resign.” *Cornell Law Review* 66 (1980): 74.

“On Labor Injunctions Pending Arbitration: Recasting Buffalo Forge.” *Stanford Law Review* 30 (February 1978): 533.

“The Seattle Building Trades Order: the First Comprehensive Relief Against Employment Discrimination in the Construction Industry.” *Stanford Law Review* 26 (April 1974): 773.

“Black Workers Inside the House of Labor.” *Annals of American Academy of Political and Social Science* 407 (May 1973): 78.

“Taft-Hartley Comes to Great Britain: Observations on the Industrial Relations Act of 1971.” *Yale Law Journal* 81 (July 1972): 1421.

“On Labor Injunctions, Unions, and the Judges: The Boys Market Case.” *Supreme Court Review* 1970 (1970): 215.

“Labor Arbitration of Grievances Involving Racial Discrimination.” *University of Pennsylvania Law Review* 118 (November 1969): 40.

“Black Power in the Unions: The Impact Upon Collective Bargaining Relationships.” *Yale Law Journal* 79 (November 1969): 46.

“Employment Security, Seniority and Race: The Role of Title VII of the Civil Rights Act of 1964.” *Howard Law Journal* 13 (1967): 1.

“Status of Unauthorized and ‘Wildcat’ Strikes Under the National Labor Relations Act.” *Cornell Law Quarterly* 52 (1966-1967): 672.

Selected Newspaper and Periodicals Contributions:

“Crippling the Right to Organize.” *New York Times* (December 17, 2011): A25.

“How Obama Could Fix Labor Law.” *Slate.com* (August 29, 2008).

“Bill No Cure-All for What Ails Labor.” *San Jose Mercury News* (March 6, 2007): 11A.

“Why Labor Law is Not Working.” *San Francisco Chronicle* (November 21, 2006): B7.

“What Works in the Rest of the World.” *New York Times* (July 26, 2004): A19.

“States Can Help Settle the Port Labor Dispute.” *New York Times* (October 10, 2002): A35.

“Bush: More Tolerance with Labor?” *Sacramento Bee* (January 17, 1989): B13.

“Labor Takes Look at Itself, Finds Unsettling Things.” *Los Angeles Times* (March 29, 1985): part II, 7.

“Mistaken opposition to the N.L.R.B.” *New York Times* (June 20, 1985).

“Protection from Wrongful Dismissal.” *New York Times* (October 22, 1984): A21.

“Does the Auto Union Have any ‘Rights’ at Fremont?” *Los Angeles Times* (March 11, 1983): part II, 7.

“Prospects for Labor-Law Reform.” *Nation* (April 16, 1977): 466.

Northern Europe’s Labor Laboratory.” *Nation* 223 (September 11, 1976): 210.

“The World’s Workers May Yet Unite.” *Los Angeles Times* (September 1, 1975): part II, 5.
“Blacks and the General Lockout.” *New York Times* (July 17, 1971).
“Unions on a Legal Leash.” *Guardian Weekly* (January 23, 1971): 6.
“Managing Emergency Strikes.” *New Leader* (March 14, 1966): 14.
“Labour and the Law.” *Economist* (October 10, 1964): 153.