

Labor Experience

Worked twenty-seven (27) years as a labor relations professional with the National Labor Relations Board, which governs private sector labor-management relations. Began career as an examiner, investigating unfair labor practices of employers and unions and resolving questions of the representative status of employees by labor organizations. Served as fact finder in representation case hearings, investigations, and as fact finder and determiner of credibility in post-election objections to elections hearings. Negotiated settlements of complex unfair labor practice cases and effectuated election agreements between employers and unions. Served as local union president and District Vice President of the National Labor Relations Board Union, representing the agency's attorneys, examiners and support personnel.

Promoted to supervisor and then to Assistant to the General Counsel for Labor and Employee Relations, representing agency management with its unionized field staff. Negotiated grievance settlements, bargained negotiable matters including successor collective bargaining agreement, and served on Labor Management Partnership.

Promotion to Assistant to Regional Director in the Chicago regional office where sat as one of tri-partite panel deciding whether prima facie evidence existed to warrant issuance of complaint against employer or labor organization, made credibility resolutions where a Charging Party's case was "inherently improbable", interpreted collective bargaining agreements as necessary, and decided issues of arbitrability or whether deferral to arbitration award was warranted. Testified in arbitration cases on behalf of management. Bargained with local union for local successor collective bargaining agreements. Established local Practices and Procedures committee for Region to open dialog with local practitioners. Actively engaged in outreach with the labor and management community in Chicago. Trained in the federal Shared Neutrals program, referee under Railway Labor Act, and labor arbitration through Federal Mediation and Conciliation Service Institute. Received awards and recognition throughout career with the Agency. In December 2013, received the Distinguished Service Award from the Chicago chapter of the Labor and Employment Relations Association.

Issues

Discrimination (any adverse employment actions); contract interpretation and application; determining arbitrability of disputes; determining whether parties bargained in good faith and reduced agreement to form that is enforceable; determining appropriate bargaining units in the private sector.

Industries

Broad experience across a variety of private sector industries including: rail, steel, construction, heavy and light manufacturing, health care, higher education and charter schools, retail (all types), food service and restaurant, hospitality industry transportation and trucking, media (print and live), performing arts, moving and relocation.

Work History

Assistant to the Regional Director, National Labor Relations Board, 1999 - 2012;
Assistant to the General Counsel for Labor and Employees Relations, National
Labor Relations Board, 1997 - 1999; Supervisor/Examiner, National Labor
Relations Board, 1986 - 1997.

Education

Michigan State University (Masters in Labor and Industrial Relations 1986);
University of Toledo (Bachelor of Science Labor Studies 1984);
University of Toledo (Associates Degree Paralegal Technology 1980).

**Professional
Associations**

Labor and Employment Relations Association
Association for Conflict Resolution
American Bar Association, Labor and Employment Law Chapter
National Association of Railroad Referees

**Publications and
Speaking Engagements**

The Pullman Strike (2012);
Representation Case Rule Changes (2012);
Recent Developments Under the NLRA (2012).

**Alternative Dispute
Resolution Training**

FMCS Future @ Work (2016); NLRB Hot Topics (2016); AAA Labor Arbitrator
II 2015; Chicago Center for Conflict Resolution (facilitated mediation) 2015;
Federal Mediation and Conciliation Institute: How to be a Labor Arbitrator 2015;
National Mediation Board referee training 2015; AAA Labor Arbitrator Best
Practices: What You Can Do to Raise Your Game, 2015; AAA Employment and
Labor Case Law Update: What Arbitrators and Practitioners Need to Know, 2014;
AAA Solving the Puzzle of Just Cause in Labor Arbitration, 2014; AAA Labor
Arbitrator I 2014.

Rosters

American Arbitration Association
National Mediation Board
Illinois Education Labor Relations Board
Illinois Labor Relations Board
Federal Mediation and Conciliation Service
State Universities Civil Service System

Schedule of Fees
Union-Management Dispute Resolution Services

Grievance Arbitration: \$1200 for each day of hearing and study and preparation of Opinion and Award

Fact Finding & Interest Arbitration: \$1300 for each day of hearing and study and preparation of Findings of Fact or Opinion and Award

Card Check: \$300 base fee, thereafter \$100 per hour

Travel: Travel expenses and travel time will be charged for cases outside the Greater Chicago Metropolitan Area

Cancellation Fee: One-half day if notice of cancellation of any particular hearing date is given less than four weeks before the scheduled start of the hearing; one day if notice is given less than one week prior to the scheduled start of the hearing (regardless of whether the date is rescheduled).

Joint and Several Liability: As a courtesy, the arbitrator will bill the parties in accordance with their agreement, but both parties remain jointly and severally liable for the entire fee.

Interim Billing: The arbitrator may submit an interim bill, particularly where a hearing has been held and significant out of pocket travel expenses have been incurred.