



**ISSUES:**

Absenteeism, Affirmative Action, Arbitrability, Bargaining Unit Work, Benefits, Compensation, Conduct, Demotion, Discipline & Discharge, Discrimination, Drug/Alcohol, Hiring Practices, Holidays & Holiday Pay, Insubordination, Job Classification and Rates, Job Performance, Job Posting/Bidding, Layoffs/Bumping/Recall, Leave of Absence (including FMLA), Management Rights, Merit Pay, Overtime Pay, Past Practice, Performance Appraisals, Promotion, Retirement, Safety/Health Conditions, Scheduling of Work, Seniority, Severance Pay, Sexual Harassment, Subcontracting/Contracting Out, Vacation, Vacation Pay, Violence & Threats, Work Hours/Schedules/Assignments, Work Performance, Working Conditions/Work Orders.

**ARBITRATION / MEDIATION PANELS:**

Federal Mediation and Conciliation Services, Labor Arbitration Panel  
National Mediation Board, Labor Arbitration Panel  
Illinois Labor Relations Board, Grievance Arbitration Panel  
Illinois Labor Relations Board, Interest Arbitration Panel  
Illinois Labor Relations Board, Grievance Mediation Panel  
Illinois Labor Relations Board, Fact-Finding Panel  
State of IL Universities Civil Service Merit Board, Fact-Finding Panel  
McLean County Circuit Court, Mediation Panel (through Collaborative Solutions Institute)

**PUBLISHED CASES:**

Bureau of National Affairs, *Labor Arbitration Reports*, 120 LA 624, 125 LA 172

Commerce Clearing House, *Labor Arbitration Awards*, 05-1 ARB 3092, 05-2 ARB 3186, 05-2 ARB 3292, 05-2 ARB 3348, 07-1 ARB 3766, 08-1 ARB 4241, 08-2 ARB 4301, 08-2 ARB 4358, 09-1 ARB 4570

**FEES:**

**PER DIEM FEE:**

\$1,100 for Grievance Arbitration;

\$1,200 for Interest Arbitration / Mediation / Fact-Finding

The applicable per diem fee is charged for each day of hearing and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated.

**Postponement / Cancellation Policy:** A one-day per diem fee is charged for postponement or cancellation of all hearing dates, unless notice of thirty or more calendar days is given.

**Travel Time / Expenses:** There is no charge for travel time unless two or more hours are used to attend and return from the hearing collectively. If two or more hours are used, all travel time (including the first two hours) is prorated at the applicable per diem fee. Charges are made for actual expenses, including airfare, car rental, food and lodging. Automobile mileage is charged at the applicable IRS expense rate.