

DENNIS BUYER, ESQ.

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Present Occupation: Arbitrator and Mediator

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PROFESSIONAL AFFILIATIONS:
Mediation Research & Education Project, Inc.

EDUCATION
JD Law DePaul University
BA History University of Illinois

CERTIFICATIONS:
Law Illinois

ARBITRATION/LABOR RELATIONS EXPERIENCE:
2002 – 2004 served as Director of Labor Relations for GES Exposition Services where I was responsible for the negotiation and administration of four Collective Bargaining Agreements. In this position, I represented the Company in the handling and arbitration of many Union grievances and for the administration of the disciplinary system and the Federal and State Laws as they affected the unionized employees. 2004, presenter in a program comparing litigation, arbitration and mediation to a given set of facts at the 2004 National Academy of Arbitrators Convention. 1991 – 2001, served as Sr. Arbitration and Mediation Counsel for United Airlines responsible for the handling, arbitration and mediation of hundreds of union grievances, both discipline and contract, affecting almost 100,000 unionized employees. Administered the disciplinary system from the initial stages of an investigation to the Arbitration or Mediation of grievances arising from the discipline. Administered four Collective Bargaining Agreements and all Federal Laws as they applied to the unionized employees including, but not limited to the Railroad Labor Act, Drug and Alcohol, Family and Medical Leave Act, Americans with Disabilities Act, Title VII, EEOC and all the laws prohibiting any form of protected discrimination. Partnered with several unions in developing Alternate Dispute Resolution systems affecting the Company and employees alike. Taught labor relations to new supervisors and other employees including the contents of the Collective Bargaining Agreements, Alternate Dispute Resolution, discipline and the Federal Laws. 1969 – 1991, partner in the Law Firm of Buyer & Scherb specializing in all forms of litigation, both state and federal, for both individuals and companies.

INDUSTRIES:

Aerospace; airlines; advertising; building products; chemicals; clothing; communications; construction; communications; education; electrical equipment/appliance; electronics entertainments/arts; food (manufacturing/processing/service); furniture; health care; hotels/motels/casinos; resorts; hospital/nursing homes; lumber; machinery; metal fabrication; office workers/clerical; organizations; packaging; paint and varnish; petroleum/petrochemicals; pharmaceuticals; plumbing.

ISSUES:

Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-discharge), Discipline (Discharge), Discrimination, Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits, Bonus, Holidays, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

ARBITRATION ROSTERS

Federal Mediation and Conciliation Service

FEES:

PER DIEM FEE: \$1000; DOCKETING FEE: \$100.00; CANCELLATION FEE: (SEE BELOW)

Grievance Arbitration: The fee is \$1000 per day for hearing, and for research and preparation of the opinion and the award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated.

Cancellation Policy: If the scheduled hearing is postponed or cancelled with notice of less than three calendar weeks, the per diem fee for each day of hearing will be charged if another matter cannot be set in its place.

Interest Arbitration, Fact-finding and Labor Mediation: Arbitrator charges \$1200 per day for up to eight hours.

Travel Time: Arbitration charges per diem fee for any portion of a travel day up to eight hours.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food and lodging. Automobile mileage is charged at the applicable IRS expense rate. Arbitrator charges actual expenses for copying, phone and clerical assistance.