

# THOMAS A. CIPOLLA

ATTORNEY - MEDIATOR - ARBITRATOR

ADMITTED TO  
PRACTICE IN:  
MISSOURI  
TEXAS  
ILLINOIS

THOMAS A. CIPOLLA, P.C.  
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## BASIC FEE SCHEDULE AND OTHER MATTERS COVERING LABOR ARBITRATION – October 1, 2004

### 1. Basic Per Diem for Time Spent on Hearing and Preparation for Award:

A basic per diem fee is charged at the rate of \$850.00 per day or substantial part of a day spent in the hearing and the preparation of an Award. There is a minimum charge of \$850.00 per day of hearing, even if it does not take a full day.

### 2. Travel Time and Expenses:

Time spent in travel is calculated at the regular per diem rate. Charges for expenses are billed at actual cost.

### 3. Administrative Expenses:

When the original letter by the Arbitrator, containing alternate hearing dates, has been submitted, an administrative charge may be made where there are numerous communications involving more than the usual items of administrative expense.

### 4. Cancellation Fees and Postponement:

In cases of cancellation of a firm date of hearing, one day of daily per diem is charged.

If a case is postponed, it will be considered as canceled for charge purposes, unless it leads to an actual hearing at a later date of the same case. In the latter case, the parties will be billed at the time of postponement and credited at final billing.

### 5. Interim Billing:

In cases where several days of hearing occur; or where separate hearing dates are scheduled over several weeks or months; or where there is an unusual length of time between the closing of the hearing and the filing of post-hearing briefs; or where travel expenses include airfare; an interim bill for expenses and/or per diem incurred may be submitted to the parties.

**THOMAS A. CIPOLLA**

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**EMPLOYMENT HISTORY**

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**ATTORNEY-ARBITRATOR-MEDIATOR**

**- Private Practice, 1985 - present**

Formerly in a general civil practice, but practice now limited to work as a neutral

Consultant, St. Louis Metropolitan Police Department, 1986-1989

Hearing Officer, Civil Service Commission of the City of St. Louis, 1985-1995; 2001-2002

Arbitrator, Labor and Commercial Panels of the American Arbitration Association, 1986-Present; Employment Panel, 1996-present

Hearing Officer, Missouri Department of Natural Resources, 1987-1996

Grievance Mediator, Southwestern Bell Telephone Company and the Communication Workers of America, 1987-1993; 1995-present

Arbitrator, Federal Mediation and Conciliation Service, 1989-present

Arbitrator, New York Stock Exchange, 1989-present

Arbitrator, National Association of Securities Dealers, 1989-present; Mediator, 1996-Present

Arbitrator, National Mediation Board, 1990-present

Hearing Officer, St. Louis Board of Police Commissioners, 1990-present

Arbitrator, Permanent Panel, Laclede Gas Company and USWA 11-6, 1990-present

Missouri Rule 17 Arbitrator and Mediator, 1992-present

Special Master (for settlement), 22<sup>nd</sup> Judicial Circuit (City of St. Louis), Asbestos Docket, 1993-present

Arbitrator, Permanent Panel, Anheuser-Busch, Inc. and IBT Local 1187 Bottlers, 1993-2004

ADR Provider for U. S. District Court of Southern Texas, 1994-2003

Neutral, Roster of Neutrals for U. S. District Court of Western Texas, 1994-present

Neutral, Roster of Neutrals for U. S. District Court of Eastern Missouri, 1994-present

Arbitrator, Great Lakes and Midwest Expedited Panels, United States Postal Service and the American Postal Workers Union, 1995-2002

Arbitrator, Fibreboard Settlement Trust Fund, 1995-1999

Arbitrator, Trans World Airlines and IAM&AW District Lodge 142, System Board of Adjustment, 1998-2000

Arbitrator, United Mine Workers of America and Bituminous Coal Operator's Association, District 17, 1999-2000

Arbitrator, Great Lakes and Midwest Regular and Expedited Panels, United States Postal Service and the National Association of Letter Carriers, 2000-2002

Arbitrator, Southwest Airlines and IAM&AW District Lodge 142, 2000-present

Arbitrator, Lockheed Martin and IAM&AW District Lodge 776, 2001-2003

Hearing Officer, Civil Service Commission of El Paso, Texas, 2002-2003

Arbitrator, Celotex Asbestos Settlement Trust Fund, 2003-present

**SENIOR INDUSTRIAL RELATIONS MANAGER  
- Anheuser-Busch, Inc., St. Louis, Missouri, 1983-1984**

Management responsibility for the development and implementation of labor relations, personnel, safety, health and EEO/Affirmative Action policies

Supervisory responsibility for staff of 20+ who aided in the administration of said

policies in a plant of 3000 hourly employees and 500 salaried employees

Collective bargaining and contract administration responsibility for 17 contracts with 11 Unions representing hourly employees

**ASSISTANT CORPORATE COUNSEL**

**- American Bakeries Company, Chicago, Illinois, 1976-1983**

Represented corporation at its facilities in collective bargaining, contract administration, grievance adjustment and prepared and presented case at arbitration hearings

Coordinated corporate EEO/Affirmative Action Program

Reviewed compliance with federal and state regularity agencies in matters of antitrust, labor, food preparation, and labeling, safety and health, licensing and the environment

Prepared and maintained trademark registrations and renewals

Provided legal support and drafted documents for acquisition, sales of assets and real estate transactions

Engaged and directed outside counsel in litigation matters in various state and federal courts

**STAFF ATTORNEY**

**- Federal Energy Administration (now DOE), Office of Regional Counsel, Dallas, Texas, 1975-1976**

Prepared legal documents as required

Reviewed pending investigation for legal sufficiency and provided appropriate advice to staff of investigators

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**EDUCATION**

J. D., Southern Methodist University, May 1975

A. B., magna cum laude, St. Louis University, May 1972

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**ADMITTED TO PRACTICE**

- Texas, 1975; Missouri, 1975; Illinois, 1976;
- Northern District of Texas, 1976
- United States Supreme Court, 1980
- Eastern District of Missouri, 1985

- Eighth Circuit Court of Appeals, 1986
- Western District of Texas, 1992
- Southern District of Texas, 1992
- Eastern District of Texas, 1993

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### **PROFESSIONAL ASSOCIATIONS**

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- Bar Association of Metropolitan St. Louis, Chair, Labor and Employment Section and Member of the Executive Committee, 1992-1993; Member-At-Large and Board of Governors, 1994-1995
- National Academy of Arbitrators
- The Missouri Bar
- The State Bar of Texas
- American Arbitration Association
- Labor and Employment Research Association, Gateway Chapter
- Association of Attorney-Mediators, Inc.
- Cameron County Bar Association
- National Italian-American Bar Association