

EDWARD J. HARRICK, NAA

Present Occupation: Arbitrator and Mediator

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PROFESSIONAL AFFILIATIONS:

- Member of National Academy of Arbitrators
- Professor Emeritus of Management and Director of the Labor and Management Programs, Southern Illinois University Edwardsville, 1969-2002
- Labor and Employment Relations Association, 1970-present
- Labor and Management Committee, Leadership Council, 1985-present
- Labor and Industry Museum, Board of Directors, (Belleville, IL) 1999-01
- Accredited as Senior Professional in Human Resources (SPHR) – by examination

EDUCATION:

PhD	Business Administration	Saint Louis University	1974
MBA	Business Administration	West Virginia University	1965
BSBA	Business Administration	West Virginia State College	1964

ARBITRATION/MEDIATION/LABOR RELATIONS EXPERIENCE, 1987 – present:

Served as a neutral since 1987. Most of my practice has been with grievance arbitration. Have experience with interest arbitration and mediation. Taught undergraduate and graduate university labor-management classes from 1965-2002. Taught part of a two-day seminar on discipline and discharge for AAA. Taught seminars for the U.S Department of State in Washington, D.C., and their affiliates in India, Panama, Germany, and Jamaica. Lectured at universities in France and Mexico on U.S. labor relations issues. Conducted mock collective bargaining exercises for university students. Inducted into the Labor-Management Hall of Fame (Leadership Council, Southwestern Illinois). Active in professional organizations: recipient of distinguished service awards from Industrial Relations Research Association (IRRA) and Human Resource Management Association (SHRM). Served as Chairperson for seminars for LERA, Gateway Chapter, entitled *Arbitration: the Good, the Bad and the Ugly*. Served on planning committees for Mid-American Labor-Management Conference (6 years) and the National Labor Management Conference for 5 programs (10 years). Recognized by national director of FMCS for “significant contributions to improve labor-management relations in the U.S.”

SERVICE ON PERMANENT PANELS:

United States Postal Services and American Postal Workers Union
United States Postal Service and National Association of Letter Carriers
First Student, Inc. and LIUNA
Peerless-Premier Appliance Company and IBB (Boilermakers)
Missouri-American Water Company and UWUA (Utility Workers)
IAMAW and Harley-Davidson
Hearing Officer for the University of Illinois at Springfield in matters related to faculty grievances
Hearing Officer for the Illinois State University Civil Service Merit Board
Commission for Conciliation and Arbitration for the Catholic Diocese of Springfield, Illinois

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ARBITRATION ROSTERS:

FMCS; AAA

ISSUES:

Absenteeism, arbitrability, bargaining unit work, conduct (off-duty/personal), demotion, discipline (non-discharge), discipline (discharge), discrimination (disability, race, sex), drug/alcohol offenses, fringe benefits (holidays, insurance, leave, vacation), grievance mediation, health/hospitalization, hiring practices, job performance, job posting/bidding, jurisdiction dispute, layoffs/bumping/recall, management rights, official time, past practice, pension and welfare plans, promotions, retirement, safety and health, sexual harassment, subcontracting/contracting out, tenure/reappointment, wages (holiday pay, job classification & rates, overtime, vacation) work hours/schedules/assignments, working conditions/work orders, and violence or threats.

INDUSTRIES: Aluminum, automotive, bakery, brewery, communications, construction, education, electrical equipment/appliances, electronics, food (manufacturing/processing/service), foundry, furniture, glass/pottery, grain mill, health care, hospitals/nursing homes, machinery, meat packing, metal fabrication, mining, packaging, petroleum/petrochemicals, printing and publishing, retail stores, rubber/tire, steel, stone/quarry, transportation, truck and storage, upholstery, utilities (bus, electric and telephone), warehousing.

ELECTION JUDGE:

- Election of officers in a large public school setting in a major metropolitan area.
- Representational election for teachers in 12 catholic elementary schools.
- Representational election for police officers in a large metropolitan area.

SIGNIFICANT PUBLICATIONS: A 1987 article about labor climate in *Economic Development Journal*; a 1996 workplace ethics article in *Journal of Business Ethics*; two race harassment articles; a work schedule article in *Public Personnel Management*. Complete citations for 22 other articles and 40 papers are available on request.

CANCELLATION POLICY: If there is a postponement or cancellation 28 days or less before the hearing, a one day cancellation fee is charged for each reserved hearing day.

TRAVEL TIME AND EXPENSES: The origin of the travel is from the arbitrator's office that is closer to the hearing location. When travel is conducted on a day other than a hearing day, the fee for travel is prorated based on the per diem rate. When travel is conducted on the day of the hearing, the hearing time and the travel time are added together to calculate the hearing/travel fee. When that total exceeds 7-hours, the amount charged will exceed the daily per diem rate.

The arbitrator charges the parties for incurred travel related expenses. Such expenses may include air fare (including any cancellation charges), parking, car rental, lodging, meals, and incidentals. Mileage is charged using current the federal rate. When expenses are significant, especially airfare or lodging expenses, an interim invoice may be issued requesting reimbursement before the Award is rendered. Payment is expected within 30 days of receipt of the Award; a one percent per month assessment is charged for invoices that are not paid within that time period.

January 2012