WILLIAM C. HEEKIN
Arbitrator and Mediator
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EDUCATION

1979-1983, Salmon P. Chase School of Law – J.D. (1983)
1973-1977, Xavier University – B.A., Economics (1977)
(Area of Concentration – Labor Economics)

EXPERIENCE

I am a full-time labor arbitrator, mediator, and factfinder; as well as alternative dispute resolution (ADR) neutral regarding individual rights, employee/employer disputes. I am presently on the arbitration, mediation and factfinding rosters maintained by the Federal Mediation and Conciliation Service, National Mediation Board, the City of Louisville, Kentucky Labor/Management Committee, and The Ohio State Employment Relations Board (SERB).

In addition, I currently serve on a number of permanent arbitrator panels. These include Mineral Development Corp. – UMW District 29; Pike County Engineer – IUOW local 18; Container Recovery Corp. – USW Local 8828; City of Lima, Ohio – IAFF Local 334; Cosco Company – United Brotherhood of Carpenters and Joiners Local 1155; Indiana University – AFSCME Local 832; Clermont County Board of Mental Retardation – Ohio Education Association; The Procter and Gamble Company – Employees' Representation Association (ERA); Anheuser-Busch Corp., Marion, Ohio – USW Local 8828; Cincinnati State University – IUOE Local 20; Mansbach Metal Company – USW Local 2956; Butler County (Ohio) Joint Vocational School District – BCJVEA; Simmons Company – Upholstery and Allied Ind. Div./USW; Sloter Concrete – Teamsters Local 284; Marlite Co. USW; TVA – Engineers Association; Tuscarara Plastics, Inc. – USW; Newport Steel Co. USW Local 1872; Warren County Sheriff – WCDBSA; Cincinnati Board of Education – IUOE Local 20; City of Columbus, OH – AFSCME Local 1872; University Hospital/Cincinnati-Ohio Nurses Association; Northwest Board of Education – Ohio Education Association; Rockwell Automation/Columbus, Indiana – IAM Local Lodge 1270/District 90; and Silberline Manufacturing Co., Inc. – USW Locals 116A and 485A; ACF Industries-USW Local 1652; Appalachian Regional Healthcare, Inc. – USW; AT&T Mobility-CWA District 2; AT&T Services, Inc.-IBEW Local 21; Bendix Co.-USW Local 5-832; Health Alliance/University Hospital-ASFCME Local 217; First Energy Corp. – IBEW Local 245; ITT Industries Night Vision Roanoke Plant – IUE/CWA Local 82162.

Issues having decided in arbitration include discipline, discharge, promotion and upgrading, layoff, recall bumping, posting, incentive rates or standards, job classification, overtime, holidays, and vacations, fringe benefits, discrimination, management rights, and arbitrability. Industries having served include aerospace, airline, automotive, bakery, beverage, brass and cooper, broadcasting, canning, chemicals, clerical, coal, communications, confectionery, construction and building, container, dairy products, distillery, power, glass,

health care, iron, machinery, miscellaneous manufacturing, maritime, meat packing, products, retail stores, service industries, shop building and drydock, steel, stone, quarry, textile, transportation, trucking and storage, utilities, and warehousing. Public sector experience includes having served as arbitrator, mediator and factfinder in the resolution of both grievance and contract negotiations impasse disputes arising in the various fields of governmental service; particularly in the areas of police, fire, education, as well as state, county and municipal civil service.

From 1979 to 1983, I held the position of Labor Tribunal Administrator assigned to the Cincinnati Regional Office of the American Arbitration Association (AAA). There, I was responsible for the daily administration of the 700 to 800 labor arbitration and public sector factfinding cases annually filed with the Cincinnati AAA Office. My responsibilities also included the administration of seminars regarding labor arbitration education. This work entailed a broad exposure to a multitude of parties, covering a wide range of issues. From 1983 to 1985, I interned with Arbitrator Charles L. Mullin in Pittsburgh, Pennsylvania in beginning my career as a labor arbitrator.

From September of 1997 until August of 1998, I was on leave from my labor arbitration/ADR practice to work as an American Bar Association, Central East European Law Initiative labor arbitration (ABA/CEELI) volunteer in the country of Belarus. There, I was responsible for the various ABA/CEELI, rule of law development programs being undertaken in conjunction with local Belarussian partners. The most notable of these was the start-up of a labor law development program. Subsequently, I have returned several times as to the continuation of this program and one concerning the Belarussian Chamber of Commerce, International Court of Arbitration. In addition, I have been involved with ABA/CEELI, ADR development programs in Bulgaria, Slovakia, Ukraine, and Romania. I have also participated in ADR development projects in Croatia and Georgia.

PROFESSIONAL AFFILIATIONS

Member, National Academy of Arbitrators
Member, Ohio Bar Association
Member, American Bar Association – Labor and Employment Law Section

AWARD AND PUBLISHED ARTICLES

"Crystal Owl" Distinguished Service Award, American Arbitration Association (Cincinnati Office), 1999

"ADR And The Countries Of Central And Eastern Europe," Alternative Dispute Resolution in Employment, CCH, 1999.

"More Individual Employment Disputes Can, And Should Be, Arbitrated," Alternative Disputes Resolution in Employment, CCH, 2000.

FEE SCHEDULE

$1,300 per diem. There is a per diem fee cancellation policy in the event of thirty (30) days or less notice being given, not including the scheduled date for hearing. Also, should there be a mediated settlement of the matter in dispute, the fee is 1 ½ per diem.