

**ANN S. KENIS, ESQ.**

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**Present Occupation:** Arbitrator; Adjunct Professor

**First Business Address:**

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**Second Business Address (Home):**

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**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators; American Bar Association; National Association of Railroad Referees

**EDUCATION:**

JD	Law	Loyola University 1981
MA	Speech	Northwestern University 1973
BS	Psychology	University of Illinois 1972

**CERTIFICATIONS:**

Law	Illinois	1981
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**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

1992 – Present: Arbitrator. Arbitrate labor and employment cases (see industries and issues below) for FMCS and AAA. 1994– Present: Hearing Officer, Illinois State Board of Education (Teacher Dismissal cases). 2000--Present: Adjunct Professor, Indiana University (Northwest), teaching grievance arbitration and arbitration of statutory claims. 1984- 1991: Associate attorney for Arbitrator Elliott H. Goldstein. 1981-1984: Attorney at Kerr & Longwell, representing clients in matters of employment and school law.

**INDUSTRIES:**

Automotive; Bakery; Casinos; Chemical; Clerical; Coal; Communications; Construction; Education; Electrical Equipment; Food & Beverage; Glass/Pottery; Health Care; Machinery; Manufacturing; Metal Fabrication; Mining Nuclear Energy; Office Workers/Clerical; Packaging; Petroleum/Petrochemicals; Police and Fire; Postal Service; Printing & Publishing; Prison Guard; Public Sector; Railroads; Service Industries; Transportation; Trucking and Storage; Utilities; Warehousing

**ISSUES:**

Absenteeism; Arbitrability; Bargaining Unit Work; Conduct; Demotion; Discipline (Non-Discharge); Discipline (Discharge); Disability Discrimination; Race Discrimination; Sex Discrimination; National Origin Discrimination; Drug/Alcohol Offenses; Holidays; Insurance; Leave; Vacation; Health/Hospitalization; Hiring Practices; Job Performance; Job Posting/Bidding; Jurisdictional Dispute; 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; Tenure/Reappointment; Union Security; Holiday Pay; Incentive Pay; Job Classification & Rates; Overtime Pay; Severance Pay; Vacation Pay; Work Hours Schedules/Assignments; Working Conditions/Work Orders; Violence or Threats.

**PERMANENT PANELS:**

State of Illinois –Dept. of Central Management Services and various unions; USPS/NPMHU; USPS/ APWU; State of Indiana/AFSCME; Chicago Transit Authority and ATU Locals 241 and 308; BNSF and Brotherhood of Railway Carmen; Illinois State Board of Education (Teacher Dismissal Panel); Crown Cork & Seal/ United Steelworkers

**ARBITRATION ROSTERS:**

National Mediation Board; American Arbitration Association (Labor and Employment Panels); Federal Mediation and Conciliation Service; Illinois State Board of Education

**PUBLICATIONS:** A list of published papers and awards is available upon request.

**FEES:**

**Per Diem Fee:**                    **Grievance and Employment Arbitration: \$1200**  
   **Impasse and Interest Arbitration; Fact Finding: \$1500**

A full per diem will be charged for each full or partial day of hearing. The Arbitrator also charges for time required for study and award preparation.

Cancellation Policy: A full per diem fee will be charged for each day cancelled, continued, or postponed by any party for any reason thirty days or less before each scheduled hearing date.

Travel Expenses: Actual expenses, including airfare, car rental, food, lodging, cab fare, mileage at the applicable IRS rate for use of personal vehicle, parking, tolls. Travel that is necessary on days other than the scheduled hearing dates (e.g. due to location and/or starting time) will be billed on a prorated per diem basis.