

# Colman R. Lalka

## Arbitrator — Attorney at Law

Practice Limited to Labor Arbitration and Mediation

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BIOGRAPHY

### PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators, Registered with CCR (Central Contractor Registration), Labor and Employment Relations Association, Lake County Bar Association.

### EDUCATION:

BA Economics Cleveland State University, 1978  
JD Law Cleveland Marshall College of Law, 1981

### CERTIFICATIONS:

Law, Ohio, 1981  
U.S. Dist. Court, Northern District of Ohio, 1981

### ARBITRATION/LABOR RELATIONS EXPERIENCE:

1981 – Present: Arbitrator. Full-time arbitrator with current practice limited to labor arbitration and mediation. Experienced as an arbitrator for the steel industry since 1981. Since 1990, served as an arbitrator for the U.S. Postal Service, American Arbitration Association, Federal Mediation and Conciliation Service, National Mediation Board. Serve on Ohio State Employees Relations Board and Pennsylvania Department of Labor & Industry rosters of neutrals. Past member Faculty American Arbitration Association (Cleveland), Past member of the AAA Regional Labor Advisory Council and Northeast Ohio IRRA Executive Board. Heard numerous labor disputes in both the public and private sectors dealing with a variety of collective bargaining issues. Taught at Lakeland Community College and for Cleveland State University's Labor Relations Certificate Program. Past experience with uninsured/underinsured motorist arbitrations. Prior experience as a trial attorney, stockbroker, firefighter, industrial and construction sales, steel industry. Private pilot license. U.S. Army Security Agency with Top Secret and Crypto Final Security Clearance.

### INDUSTRIES:

Aerospace, Airline, Automotive, Bakery, Beverage, Brewery, Building Products, Broadcasting, Cement, Chemical, Coal, Communications, Construction, Dairy, Education, Electrical Equipment & Appliances, Electronics, Food (Manufacturing, Processing, Service), Glass/Pottery, Health Care, Hospital/Nursing Home, Local Government, Lumber, Machinery, Manufacturing, Meat Packing, Metropolitan Housing, Metropolitan Transit Authority, Metal Fabricating, Mining and Quarrying, Newspaper, Nuclear Energy, Office Workers/Clerical, Packaging, Paint and Varnish, Petroleum/Petrochemicals, Pharmaceuticals, Plumbing, Postal, Police and Fire, Printing and Publishing, Prison Guard, Pulp and Paper, Public Sector Grievance, Public Sector Interest, Railroad (Ancillary), Refrigeration/HVAC, Rubber/Tire, Steel, Transportation, Trucking and Storage, Utilities, University Professors, Warehousing.

**ISSUES:**

Absenteeism, Americans with Disability Act, Arbitrability, AWOL, Bargaining Unit Work, Collective Bargaining Agreement Interpretation/Application/Terms, Conduct (Off-Duty/Personal), Cost of Living Pay, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination (Race, Sex), Drug and Alcohol Offenses, Family and Medical Leave Act, Fringe Benefits (Bonus, Holidays, Insurance, Leave, Vacation), Grievance Mediation, Guaranteed Work Week, Hazardous Jobs/Products, Health and Hospitalization, Holiday and Holiday Pay, Insubordination, Interest Arbitration, Job Classification/Rates, Job Posting/Bidding, Job Performance, Jurisdictional Disputes, Layoffs/Bumping/Recall, Leaves of Absence, Management Rights, Merit Pay, Overtime, Past Practice, Pension/Welfare Plans, Promotion, Rate/Pay, Reduction in Force, Retirement, Safety/Health Conditions, Seniority, Racial/Sexual Harassment, Sick Leave, Sleeping, Substance Abuse Policies, Union Security, Wages/Incentive Pay, Vacations/Vacation Pay, Work Hours, Work Schedules, Work Assignments, Working Conditions, Work Orders, Work Stoppages/- Slowdowns/Strikes, Subcontracting, Violence and Threats.

**PERMANENT PANELS:**

Current: United States Postal Service and National Postal Mail Handlers Union, AK Steel Corporation (Middletown Works) and International Association of Machinists, City of Columbus, Ohio and CMAGE/CWA, Bituminous Coal Operators Association and United Mine Workers of America, Timken Company and United Steelworkers of America; Past: United States Postal Service and American Postal Workers Union, United States Postal Service and National Association of Letter Carriers, University Hospital and Service Employees International Union, LTV Steel Co., Elkem Metals Co., U.S. Steel Corp., Oxford Automotive, Roemer Industries, and Formica Corp. and United Steelworkers of America.

**ARBITRATION ROSTERS:**

FMCS, AAA, NMB, Arbitration and Mediation Service, Ohio SERB, PA Dept. of Labor & Industry, Ohio Dept. of Education.

**PUBLISHED CASES:**

127 LA 882, 127 LA 858, 127, LA 112, 126 LA 1601, 126 LA 1313, 126 LA 1023, 125 LA 1596, 125 LA 1377, 125 LA 1181, 125 LA 737, 125 LA 623, 124 LA 1441, 123 LA 1337, 123 LA 568, 123 LA 509, 123 LA 286, 123 LA 232, 122 LA 1514, 122 LA 919, 122 LA 143, 121 LA 1341, 121 LA 1064, 121 LA 345, 120 LA 937, 120 LA 742, 120 LA 481, 120 LA 452, 120 LA 217, 119 LA 1803, 119 LA 1759, 118 LA 1547, 118 LA 988, 118 LA 513, 118 LA 345, etc.

**SIGNIFICANT PUBLICATIONS:**

"The Rules of Construction," Labor Relations Bulletin Discipline and Grievances; "How to Meet the Burden of Proof," Labor Relations Bulletin Discipline and Grievances; Past monthly columnist on legal issues, The Tribune, New Vistas monthly insert.

**FEES:**

**PER DIEM FEE:           \$950.00           Cancellation or Postponement Fee: (See Below)**

1 per diem minimum for each scheduled hearing day, time over 8 hours prorated. Mileage at prevailing IRS rate from Columbus, Cleveland, or Madison, closest location. Travel time prorated from Columbus, Cleveland, or Madison, closest location. Study & writing billed 1 per diem per 8 hours, less than 8 hours prorated. Cancellation or postponement 1 Per Diem for each reserved hearing date if less than one calendar month notice to arbitrator, plus travel time and expenses if incurred.