

Colman R. Lalka
Arbitrator - Attorney at Law
Practice Limited to Labor Arbitration/Mediation

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BIOGRAPHY

**ADR
Experience**

Arbitration/Mediation

- Since 1996 practice limited to labor arbitration and mediation, previously in private practice of law as trial attorney
- Internship in arbitration under labor arbitrator with over forty years experience in the profession
- September 26-28, 2002, Referee Orientation Program — The Railway Labor Act, sponsored by National Mediation Board and National Association of Railroad Referees
- Basic and advanced courses in mediation
- Arbitrator for the steel industry since 1981
- Arbitrator for the U.S. Postal Service since 1990
- 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.

Panels

- American Arbitration Association
- Federal Mediation and Conciliation Service
- American Arbitration Association's panel of mediators
- National Mediation Board roster of neutrals
- SERB (Ohio State Employment Relations Board) roster of neutrals
- Arbitration and Mediation Service roster of neutrals
- Pennsylvania Bureau of Mediation, Dept. of Labor and Industry roster of neutrals
- United States Postal Service & National Postal Mail Handlers Union permanent panel
- AK Steel Corporation & International Association of Machinists permanent panel
- Registered with CCR (Central Contractor Registration)

Advancement of Arbitration Profession

- National Academy of Arbitrators
- Past American Arbitration Association Faculty (Cleveland)
- Past American Arbitration Association's Regional Labor Advisory Council
- Past Chairman of the Fee Dispute Arbitration Committee for the Lake County Bar Association
- Labor and Employment Relations Association (Past Member Executive Board, N.E. Ohio)

Lectures Presented

- November 16, 2006, *Program on Labor Law and Labor Arbitration*, sponsored by the Labor Arbitration Institute
- May 18, 2005, *Labor Case Preparation*, sponsored by the American Arbitration Association
- November 30, 2001, ADR Day, *Labor and Management—Building Relationships for the Future*, sponsored by the American Arbitration Association
- August 30, 2001, *Remedies in Arbitration*, ADR Day, sponsored by the American Arbitration Association
- December 6, 2000, *Pattern Bargaining*, The Conference on Collective Bargaining, sponsored by Cleveland State University, in conjunction with the FMCS and SERB
- July 14, 1999, *Manufacturing & Utility Session on Arbitration*, IBEW Fourth District Progress Meeting
- October 5, 1998, *Mock Arbitration Hearing*, Ohio NALC
- September 17, 1997, *Off Duty Misconduct*, AAA
- November 8, 1996, *Discipline & Discharge*, AAA
- November 1, 1996, *Tactical Issues in Openings and Closings*, AAA
- March 6, 1996, *Stewards Seminar*, NALC Branch 40
- 1995, *Discharge & Discipline*, Cleveland State University
- 1995, *How to Conduct an Investigation*, Cleveland State University
- 1995, *Oral Presentations*, Cleveland State University
- 1994, *Grievance Processing and Grievance Mediation*, AAA

Publications

- The Rules of Construction*, Labor Relations Bulletin, Discipline & Grievances, December, 1994
- How to Meet the Burden of Proof*, Labor Relations Bulletin, Discipline & Grievances, December, 1993
- Past monthly columnist on legal issues, The Tribune, New Vistas monthly insert

Education

- J.D. • Cleveland Marshall College of Law (1981)
 - Admission to Ohio Bar & U.S. District Court (1981)
- B.A. • (Economics) Cleveland State University (1978)

**Personal
Data**

D.O.B. 6/23/44
Married
Excellent Health
6', 200 lbs.

U.S. Army Security Agency 1962-65 with
Security Clearance: Top Secret & Crypto Final
Pilot License

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, 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, Sexual Harassment, Sick Leave, Sleeping, Unauthorized 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.

Industries

Aerospace, Airline, Automotive, Bakery, Beverage, Brewery, Cement, Chemical, Clerical, Coal, Commercial Broadcasting, Communications, Construction, Dairy, Education, Electrical Equipment/Appliances, Electronics, Food (Manufacturing, Processing, Service), Glass/Pottery, Health Care (Hospital/Nursing), 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, Pulp and Paper, Public Sector Interest, Railroad (Ancillary), Refrigeration/HVAC, Rubber/Tire, Steel, Transportation, Trucking and Storage, Utilities, University Professors, Warehousing.