

**PRESENT OCCUPATION** Labor Arbitrator and Consultant; Dean Emeritus, Weatherhead School of Management, Case Western Reserve University.

**PRIOR POSITIONS** *Case Western Reserve University* (2004-2006): professor; dean of the business school, professor of law, and affiliated faculty in nonprofit organizations. *American University* (1998-2004): professor and dean of business school. *Northwestern University* (1976-1998): professor Kellogg School of Management. *University of Chicago* (1971-1975): professor of Industrial Relations, School of Business.

**BUSINESS ADDRESS**

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**EDUCATION**

- Ph.D., University of Wisconsin, Industrial Relations Research Institute, 1971.
- M.S., University of Wisconsin, Industrial Relations Institute, 1969.
- B.S., Cornell University, New York State School of Industrial and Labor Relations, 1967.

**ARBITRATION/LABOR RELATIONS EXPERIENCE**

Over 40 years of teaching, research, and writing about labor relations and collective bargaining at the university level. Arbitration of labor and employment and cases since 1971.

**INDUSTRIES**

Automotive, Bakery, Beverage, Building Products, Brewery, Canning, Cement, Chemicals, Clothing, Communications, Construction, Dairy, Education (Elementary, Secondary & Colleges), Electrical Equipment/Appliances, Electronics, , Food, Foundry, Health Care, Hospital/Nursing Home, Machinery, Maritime, Meat Packing, Metal Fabrication, Nuclear Energy, Office Workers/Clerical, Organizations, Packaging, Paint & Varnish, Petroleum/Petrochemicals, Pharmaceuticals, Plastics, Police and Fire, Printing and Publishing, Prison Guard, Pulp and Paper, Railroads, Real Estate, Restaurants, Retail Stores, Rubber/Tire, Shipbuilding/Dry Dock, Steel, Stone/Quarry, Textile, Transportation (including Public Transit), Trucking and Storage, Upholstering, Utilities, Warehousing.

**ISSUES**

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination (Age, Disability, Race, Sex, Religion, National Origin), Drug/Alcohol Offenses, Fringe Benefits, Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages (Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay), Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

**ARBITRATION ROSTERS AND PERMANENT PANELS**

Federal Mediation and Conciliation Service (since 1972-98; inactive status while serving as a university administrator 1998-06; active 2006-).

American Arbitration Association (1972-1998).

National Mediation Board (since 2009).

Governor's Grievance Panel, State of Illinois (1974-98.)

Expedited Arbitration Panel of Steel Industry - Calumet/Chicago area (1977-81).

Valley Mold and Iron-United Steelworkers, Expedited Arbitration Panel (1979).

Social Security Administration-American Federation of Gov't Employees, Expedited Panel for Region V. State of Illinois Labor Relations Board (1985-98.)

State of Illinois Educational Labor Relations Board (1985-97).

Center for Employment Dispute Resolution, Loyola University, Chicago (1993-98).

**PUBLISHED CASES**

- "Wenning Packing Company, Inc.," 71 LA 796, BNA (summarized in BNA, Labor Relations Reporter, p. 8).
- "State of Illinois, Department of Corrections," 9 LAIG P2329, AAA.
- "Appleton Electric Company," 76 LA 167, BNA.
- "Artra Group," 76 LA 1007, BNA.
- "The University of Chicago," 88-2 ARB ¶8602.
- "Keystone Steel and Wire Company," 78 LA 371, BNA
- "Pittsburgh Testing Laboratory," LAIS, 1984"
- "Delphi Body Works," 83 LA 226
- "Power Contracting and Engineering Co.," 1992 ARB ¶8465
- "U.S. Customs" 79 LA 1264 (1982)
- "Rite-Way Case," 63 LA 783, BNA.
- "General Foods Case," 1975 ARB ¶8293, CCH).
- "Pilgrim's Pride Corporation," 08-2 ARB ¶4330.
- "Luke Air Force Base," LA Reports. #2012.
- "Pilgrim's Pride Corporation," 08-2 ARB ¶4330.
- "Transit Management of Denton Country," 10-2 ARB ¶5018.

**SIGNIFICANT PUBLICATIONS**

*Managers as Employees: An International Comparison of the Changing Character of Managerial Employment*, Oxford University Press, 1989. *The Shrinking Perimeter: Unionism and Collective Bargaining in the Manufacturing Sector*, D.C. Heath & Company: Lexington, MA, 1980. "Models of International Labor Standards" *Industrial Relations*, (with others), 40(April 2001), no. 2, 258-92. "Managerial Compensation and Incentives for For-Profit and Nonprofit Hospitals" *Journal of Law, Economics and Organization*, (with Burton Weisbord), 15(1999), 3, 750-81. "Interindustry Patterns in Unfair Labor Practice Cases," (with Dawn A. Harris), *Journal of Labor Research*, Spring, 1984. "Using Behavioral Evidence in NLRB Regulation: A Proposal," (with Roger Abrams), *Harvard Law Review*, May 1977. "Union Structure, Internal Control and Strike Activity," *Industrial and Labor Relations Review*, January 1976.

**FEEES AND EXPENSES**

**PER DIEM FEE:** \$1,000.00/8-hour day for traveling, hearing and studying;

**DOCKETING FEE:** None.

**CANCELLATION FEE:** One-half day's charge (\$500) will be billed for a postponed or cancelled hearing within 14 calendar days of the date of the scheduled hearing. 1 day (\$1000) charge for postponed or cancelled hearing within 7 calendar days of the date of the scheduled hearing .

**EXPENSES:** All costs associated with traveling to and from and conducting a hearing, as well as for producing and distributing awards.