

**MARY JO SCHIAVONI**  
ARBITRATOR

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**EDUCATION:** BA POLITICAL SCIENCE OBERLIN COLLEGE 1970 - JD LABOR LAW  
UNIVERSITY OF WISCONSIN 1974      **Languages: Spanish and Italian**

**PROFESSIONAL AFFILIATIONS:** National Academy of Arbitrators, AAA, FMCS; Wisconsin Employment Relations Ad Hoc Arbitration Panel, Iowa PERB Panel; BMS Minnesota Ad Hoc Panel; State of Illinois and AFSCME Council 31 Permanent Panel, U.S. Postal Service and Mail Handlers Expedited Panel, ADR and Labor Law Sections – State Bar of Wisconsin.

**WORK HISTORY/ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**Employment History: 2004-2008:** Arbitrator/Mediator, self employed; **1994-2004:** Primary Occupations: Arbitrator and ALJ-State of Wisc.-Dept of Workforce Dev; **1981-1994:** Arbitrator/Mediator/Hearing Examiner for Wisc. Employment Relations Commission; **1980-81:** Labor Attorney, Youngstown OH. **1977-1980:** Attorney-Milwaukee WI-specializing in labor, employment & admin. Law. **1974-77:** Staff Attorney NLRB.

Has issued about 500 labor arbitration awards involving the full range of employment, and contractual issues. Attended Union Pacific-UTU June 2010 orientation. Thirteen years with the Wisconsin Employment Relations Commission as an arbitrator, mediator, consensus bargaining facilitator, and hearing examiner handling over 200 arbitrations and 100 grievance mediations, 160 public sector arbitrations, and 135 private sector arbitrations. When at WERC handled over 275 interest-arbitrations cases as a mediator. Since leaving the WERC, handled 15 interest arbitrations as an arbitrator in Wisconsin and Minnesota.

**Public sector cases** have involved federal, state, county, and municipal clerical employees, postal service employees, railroad employees, courthouse personnel, custodians, firefighters, law enforcement personnel both dispatchers and deputies/police/correctional officers, nurses, state, county, and municipal professional employees such as librarians, social workers, psychologists, accountants, blue collar employees such as highway and public works employees, utility and sewage employees, sanitation employees, truck drivers, bus drivers, equipment operators, craft employees, technical employees, and employees in the education area including state universities and school districts involving teachers and other educational professionals, and educational support staff such as secretaries, aides, bus drivers, and food service workers.

**Private sector industries** include agriculture, bakery, banking and credit unions, carpentry, chemical, communications, construction, dairy, food processing, foundry, hospitals and nursing homes, lumber, manufacturing, metal fabrication, maritime/shipbuilding and dry/dock, newspapers, non-profit agencies, private education, printing and publishing, trucking and storage, waste management,

**ARBITRATION EXPERIENCE:** interest arbitration, substantive and procedural arbitrability, contract interpretation/application involving past practice and bargaining history, seniority/ability, transfer, lay-off,

bumping, recall, job bid/posting/upgrading, subcontracting, supervisors and non-bargaining unit employees performing bargaining unit work, scheduling of work, management rights, use and misuse of vacation, sick leave and holiday pay, wages/rates of pay, incentives, retiree benefits, overtime, past practice discipline and discharge cases involving but not limited to absenteeism, alcohol and drug use, last chance agreements, picket line misconduct and reinstatement, and demotion.

**SPEECHES/PRESENTATIONS:**

Presenter: FMCS/Kent Law School Conference May 9, 2003 - Conduct of the Hearing: The Limits of Arbitral Discretion – When State or Federal Law Conflicts with the Contract

Presenter: Wisconsin Employment Relations Commission Fall Ad Hoc Conference September 13, 2004 – Health Insurance in Interest Arbitration

Presenter: FMCS/Kent Law School Symposium May 25, 2005 – The Limits of Bargaining History in Contract Interpretation

Presenter: Wisconsin Public Sector Labor Relations Conference April 28, 2006 – The Use and Abuse of Past Practice in Arbitration

Presenter: 2008 Wisconsin Public Sector Labor Relations Conference May 1, 2008 – You Think It's So Easy? Tough Calls in Discipline and Discharge Case

Presenter: 2009 NAA Central Midwest Region Labor Advocacy Training April 29, 2009- Medical Evidence in Arbitration

Presenter: 2010 Wisconsin Public Sector Labor Relations Conference April 29, 2010- The Way You Do The Things You Do: Arbitrators Explain Why They Do All of Those Annoying Things

**FEES: Per Diem: \$950.00 per eight-hour day. Pro-rated thereafter. Includes travel calculated from the closest office. Cancellations: Postponements or cancellations within one week of the hearing will be \$800.00. Within 2 weeks of the hearing will be \$600.000. Mileage will be charged at the IRS rate for 2008.**

**LICENSES:** Law: Wisconsin, 1974 and Ohio (1980, currently inactive) Teachers: Ohio (Prov. Expired)