

ELIZABETH C. SIMON, JD

234 Franklin Avenue • River Forest, Illinois 60305
708.205.7503 • esimon@adrsolutions3.com

Labor and Employment Arbitrator and Mediator

Full-time neutral focusing on workplace disputes, primarily in the areas of labor and EEO/employment law. Former litigator and in-house counsel with over 25 years experience in the public, private and not-for-profit sectors.

PROFESSIONAL EXPERIENCE

THE JOHN MARSHALL LAW SCHOOL, Chicago, Illinois • 2006-present

ABA-Accredited law school with over 1,400 full-time and part-time students.

Assistant Director, Center for Advocacy & Dispute Resolution (March, 2009-present)

Adjunct Professor, ADR (2006-March, 2009)

Created new ADR and advanced mediation classes for new ADR certification program; teach two dispute resolution advocacy courses per semester; coach national mediation team, which placed among top three winners for past three years.

ELMHURST MEMORIAL HEALTHCARE, Elmhurst, Illinois • 2006-2008

\$326 million, 316-bed community healthcare organization serving DuPage County.

Employee Relations Manager

Managed employment law and employee relations functions as a strategic business partner for Patient Care Services Group and non-clinical units: handling all grievances and mediations. Consulted with management on all employee discipline and discharges, workplace issues and conflicts. Investigated and responded to all EEO charges and employment litigation.

FEDERAL AVIATION ADMINISTRATION, Des Plaines, Illinois • 2002-2006

Federal agency with 37,000 employees and operating budget of \$8.4 billion.

Alternative Dispute Resolution Program Manager

Responsible for dispute resolution, conflict management and mediation, negotiating employee grievances and complaints, organizational effectiveness, and training employees and management on conflict resolution. Created new regional dispute resolution program for 8,000 union and non-union employees, mediating more than 50 cases per year. Developed and presented training for 28 federal mediators to address EEO/ workplace issues.

LAW OFFICE OF ELIZABETH SIMON, River Forest, Illinois • 1999- present

Mediation and arbitration practice.

Principal

Mediate for courts and federal agencies, arbitrate labor and commercial disputes and teach and coach on dispute resolution at area law schools. Arbitrate 10-15 labor cases annually; also arbitrate for FINRA (financial) and Cook County Circuit Courts. Mediate 15-20 cases annually for EEOC, Federal Executive Board and Cook County Circuit Courts, achieving a resolution rate of 92% and a satisfaction rate of 95%.

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FMC CORPORATION, Chicago, Illinois • 1989-1999

Diversified, Fortune 150 manufacturing and Chemical Corporation with \$4.4 billion annual sales and 16,000 union and non-union employees.

Litigation Counsel (1994-1999) / Labor & Employment Counsel (1989-1994)

Responsible for commercial and employment-related litigation for three divisions, including writing and presenting case evaluations, conducting financial analysis, and client counseling. Staff of three.

- Designed and implemented new litigation strategies and alternative dispute resolution procedures, decreasing litigation costs by 15%.
- Negotiated resolutions in antitrust, trade secret and patent infringement cases, saving \$1.5 million in fees and costs.

CITY OF CHICAGO, Chicago, Illinois • 1986-1989

Assistant General Counsel, Labor Relations

Investigate, prepare and defend client in over 50 labor arbitrations; assist in data collection and drafting collective bargaining language.

HALEY, BADER & POTTS, Chicago, Illinois • 1983-1986

Associate, Class Action Employment Discrimination Litigation

EDUCATION

J.D., Law Review

Loyola University School of Law, Chicago, Illinois

Bachelor of Arts, Journalism & History

Vassar College, Poughkeepsie, New York

AFFILIATIONS

Arbitrator, FMCS and American Arbitration Association (Labor)
Arbitrator, State University Service System (SUSS)
Arbitrator (Cook County Circuit Court)
Financial Industry Regulatory Authority (FINRA), Chair-Qualified
Contract Mediator, EEOC
EEO Mediator (Federal Executive Board)

Association for Conflict Resolution, Chicago Chapter, Board of Directors and Past President
Center for Conflict Resolution, Mediator, Trainer and Peer Review Evaluator
International Academy of Dispute Resolution (IADR), Board of Directors
American Bar Association, Sections: Labor & Employment Law and Dispute Resolution
Labor & Employment Law Association, Chicago (LERA)
Chicago Bar Association, Committees: Labor & Employment Law and ADR

Admitted to Illinois State Bar: Current