

RESUME

LABOR ARBITRATION EXPERIENCE

Issues Decided:

As labor arbitrator, have issued opinions in wide range of discipline and contract interpretation cases.

Discipline cases have addressed: insubordination; use of threats or abusive language to supervisors or other employees; drug and alcohol use or possession; sleeping on job; unsatisfactory work performance; excessive absenteeism and tardiness; refusal to perform a dangerous job; sexual harassment; race and gender discrimination.

Procedural disciplinary issues have included: notice and reasonableness of the rules; credibility determinations; use of corrective or progressive discipline; consideration of the employee's past employment record; adequacy of the investigation and other procedural and due process concerns.

Contract interpretation cases have involved: seniority (bidding, bumping, layoff, transfer, recall and incumbency rights); union recognition and work jurisdiction; job classification and determination of qualifications; assignment of work; work schedules; training; safety of working conditions; wage rates; overtime; race and gender discrimination; effect of past practice; management rights; arbitrability; operation of the grievance procedure and others.

Industries arbitrated: steel; auto; public utilities; public sector; clerical; chemicals; communications; electrical installation; retail stores; manufacturing.

Permanent Arbitration Panels with Individual Employers and Unions

- * Inland Steel Company and Steelworkers Local 1010
 - Regular Arbitration Panel -- 1990 - present
 - discharge and contract interpretation cases
 - Expedited Arbitration Panel -- 1989 - present
 - discipline cases short of discharge

- * NIPSCO (Northern Indiana Public Service Company) and USWA Locals 13796 (clerical employees) and 12775 (physical plant employees)
 - Expedited Arbitration Panel - 1987 - present
 - contract interpretation cases and discipline cases short of discharge

General Arbitration Panels:

- * American Arbitration Association, Labor Panel, Chicago.
- * Federal Mediation and Conciliation Service, Chicago.
- * National Mediation Board (railroad industry).
- * Illinois Education Labor Relations Board.

Other Arbitration Experience:

Worked 1985-1987 as assistant to National Academy Arbitrator Lamont E. Stallworth.

LABOR RELATIONS PUBLICATIONS, TEACHING AND TRAINING EXPERIENCE

"Substantive Arbitrability under the IELRA: the Role of Arbitrators, the Courts and the Board", Illinois Public Employee Relations Report, Winter 1990. Precipitated changes in the way the Education Board addresses substantive arbitrability issues.

Guest Lecturer, American Arbitration Association Seminars, "Drugs and Alcohol in the Workplace," 1989; Arbitration Seminar, 1990.

Guest Speaker, "Arbitrability and the Role of Arbitrators Under the IELRA," Chicago Bar Association, Committee on Employment Law, February, 1990 Meeting.

Guest Arbitrator, Arbitration Schools, Indiana University Northwest, Division of Labor Studies, 1988, 1989, 1990.

Guest Lecturer, Labor Law, Employment Discrimination, Loyola University, Institute of Industrial Relations, 1985-87.

Speaker, Alumni Conference, University of Illinois Institute of Labor and Industrial Relations, 1984.

"Separate But Equal: Job Segregation and Pay Equity in the Wake of Gunther," lead article in University of Illinois Law Review, January, 1982.

PROFESSIONAL AFFILIATIONS

American Arbitration Association.
American Bar Association, Section of Labor and Employment Law.
Industrial Relations Research Association.
Society for Professionals in Dispute Resolution.
Chicago Bar Association, Illinois Women's Bar Association.

OTHER PROFESSIONAL EXPERIENCE

- 1985 -- Law Offices of Jeanne M. Vonhof. Assist other law
Present firms in handling litigation, primarily complex civil
litigation in federal courts.

- 1982 -- Judicial Law Clerk, U.S. District Court, Chicago, Il.
1985 Judges Charles R. Norgle and Thomas R. McMillen.
Labor cases involved: violations of labor contracts,
judicial enforcement of arbitration clauses, unions'
duty of fair representation, employment discrimination,
violations of fair Labor Standards Act, railroad
employees' rights during bankruptcy, and First
Amendment rights of public employees.

- 1981 Law Clerk, United Steelworkers of America Legal Dept.,
Pittsburgh, Pennsylvania. Drafted motions,
briefs and memoranda in state and federal public and
private sector labor and employment cases.

- 1976 -- Director of Research, Public Affairs Consultants,
1980 Washington, D.C.
Designed and conducted nationwide seminars, wrote two
books and many articles regarding regulations and
judicial decisions affecting federal programs for
cities, local governments and school districts.

- I also have worked as a clerical employee, professional
lobbyist, crane operator in an iron foundry and as a
truck driver.

EDUCATION

- Legal: J.D., magna cum laude, University of Illinois.
Class rank: 8th out of 185.
Took four graduate level courses in labor relations at
the Institute of Labor and Industrial Relations.

- Honors: * Law Review membership.
* Order of the Coif.
* American Jurisprudence Book Award in constitutional
law.
* Rickert scholarship awarded by faculty in recognition
of academic excellence.
* Full three-year academic scholarship.

- Under
graduate: B.A. 1974 Beloit College, Beloit, Wisconsin.
All College Honors -- equivalent to magna cum laude.