

November 2002

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ACCS NR:

Present Occupation: Arbitrator & Attorney

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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators; American Arbitration Association; Former Chairman, Chicago Bar Association's Labor Law Committee.

EDUCATION:

BS History Northwestern University [1951]

JD Law Northwestern University [1954]

CERTIFICATIONS:

Law Illinois 1955

United States Supreme Court 1964

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Associated or partner with Alex Elson [1955-1980]; associated with Sylvester Garrett as an ad hoc arbitrator with the United States Steel Corp. and United Steelworkers Board of Arbitration [1969-1977].

INDUSTRIES:

Aerospace; agriculture; aluminum; automotive; bakery; beverage; building products; brewery; broadcasting; canning; cement; chemicals; clothing; communications; construction; education; electrical equipment/appliance; electronics; food (manufacturing/processing /service); federal sector; foundry; furniture; gas & electric power; glass; grain mill; health care; heating & ventilation; hospital/nursing home; instruments-scientific controls; machinery; maritime; meatpacking; metal fabrication; mining; office workers/clerkal; organizations; iron; packaging; paint and varnish; petroleum/petrochemicals; plastics; plumbing; police and fire; prison guard; public sector (state & local); printing & publishing; pulp & paper products; refrigeration-air conditioning; restaurants; retail & chain stores; rubber; service industries; steel; textile; transportation & heavy equipment manufacturing; trucking & storage; utilities.

ISSUES:

Affirmative Action; Absenteeism; Arbitrability; Bargaining Unit Work; Burden & Standard of Proof; Conduct (Off-Duty)/Personal; Cost-of Living Pay; Demotion; Discipline; Discharge; Discrimination [Age, Disability, Race, Sex, etc.]; Drug/ Alcohol Offenses; Bonus; Holidays & Holiday Pay; Insurance; Leaves; Health/Hospitalization; Hiring Practices; Incentive Pay; Job Performance; Job Posting/Bidding; Job Classification; Jurisdictional Dispute; Layoffs/Bumping/Recall; Management Rights & Grievances; New or Reopened Contract Terms; Official Time; Past Practices; Pension and Welfare; Promotion; Retirement; Safety/Health Conditions; Scheduling of Work; Seniority; Severance Pay; Sexual Harassment; Strikes; Lockouts; Work Stoppages/Slowdowns; Subcontracting/Contracting Out; Surveillance; Vacation and Vacation Pay; Tenure/Reappointment; Union Security.

PERMANENT PANELS:

Present: Chicago Transit Authority & Amalgamated Transit Union; Cook County [various agencies/departments] & Various Unions [AFSCME, SEIU, IBT]; Kroger Co. & UFCW.

Past: US Steel & United Steelworkers; National Steel (Midwest Div.) & United Steelworkers; State of Illinois & Various Unions; Local Newspapers & Typographical Unions.

ARBITRATION ROSTERS:

FMCS; AAA; NMB; Illinois State & Local Labor Relations Boards.

PUBLISHED CASES:

LA: 117 LA 417 & 660; 116 LA 1035, 1095 & 1590; 115 LA 15 & 482; 114 LA 115 & 1738; 113 LA 362, 912 & 1070; 112 LA 135 & 769; 111 LA 15, 353; 110 LA 403, 489 & 777; 108 LA 326; 107 LA 302 & 621; 106 LA 423; 105 LA 724 & 974; 104 LA 59, 151, 806 & 1133; 103 LA 22; 102 LA 660; 91 LA 1201. **CCH[ARB]:** 01-1, ¶3735; 00-2, ¶3555; 00-1, ¶3435; 99-2, ¶¶3080, 3120, 3159, 3199 & 3239; 98-2, ¶5232; 98-1, ¶5084; 96-1, ¶6111; 95-2, ¶5196; 94-2, ¶4307; 94-1, ¶4218; and 82-1, ¶8200.

SIGNIFICANT PUBLICATIONS:

Use of Incognito Testimony of a Non-Employee Witness in a Discharge for Conduct Arbitration, 50 Labor Law Journal 58 [CCH, 1999]; Illinois and Federal Civil Practice Forms Annotated [Bobbs-Merrill, 1965] (co- author with Alex Elson and Willard J. Lassers).

FEES:

PER DIEM FEE: \$800 for Grievance Arbitration and \$920 for Interest Arbitration.

Docketing Fee: None.

Cancellation Fee: \$400 [or \$460] (½ of the per diem) unless notice of cancellation or postponement is received more than thirty (30) days before the hearing date, and \$800 [or \$920] if the notice is received less than fifteen (15) days before the hearing date.

Travel Time: ½ per diem is charged for each 4 hours of travel [e.g., if there is 3 hours of travel to the hearing and 3 hours returning the next day, there is a charge of one full per diem]. If the hearing and travel time do not exceed 8 hours on the same day, there is no charge for travel time.

Expenses: All actual and reasonable expenses (including air fare, car rental, food & lodging) are charged. Automobile mileage is charged at 30 cents a mile.