

**THOMAS A. CIPOLLA**  
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## **EMPLOYMENT HISTORY**

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### **ATTORNEY-ARBITRATOR-MEDIATOR**

**- Private Practice, 1985 - present**

Formerly in a general civil practice, but practice now limited to work as a neutral in employment and labor matters. Several of my Awards have been published in BNA and CCH.

Consultant, St. Louis Metropolitan Police Department, 1986-1989

Hearing Officer, Civil Service Commission of the City of St. Louis, 1985-1995; 2001-2002

Arbitrator, Labor and Commercial Panels of the American Arbitration Association, 1986-Present; Employment Panel, 1996-present

Hearing Officer, Missouri Department of Natural Resources, 1987-1996

Grievance Mediator, Southwestern Bell Telephone Company and the Communication Workers of America, 1987-1993; 1995-2000.

Arbitrator, Federal Mediation and Conciliation Service, 1989-present

Arbitrator, New York Stock Exchange, 1989-present (now FINRA)

Arbitrator, National Association of Securities Dealers, 1989-present; Mediator, 1996-Present (now FINRA)

Arbitrator, National Mediation Board, 1990-present

Hearing Officer, St. Louis Board of Police Commissioners, 1990-2005

Arbitrator, Permanent Panel, Laclede Gas Company and USWA 11-6, 1990-present

Missouri Rule 17 Arbitrator and Mediator, 1992-present

Special Master (for settlement), 22<sup>nd</sup> Judicial Circuit (City of St. Louis), Asbestos Docket, 1993-2000.

Arbitrator, Anheuser-Busch, Inc. and IBT Local 1187 Bottlers, 1993-2004

ADR Provider for U. S. District Court of Southern Texas, 1994-2003

Neutral, Roster of Neutrals for U. S. District Court of Eastern Missouri, 1994-present

Arbitrator, Great Lakes and Midwest Expedited Panels, United States Postal Service and the American Postal Workers Union, 1995-2002

Arbitrator, Fibreboard Settlement Trust Fund, 1995-1999

Arbitrator, Southwest Airlines and TWU Local 556, 1996-2003

Arbitrator, Trans World Airlines and IAM&AW District Lodge 142, System Board of Adjustment, 1998-2000

Arbitrator, United Mine Workers of America and Bituminous Coal Operator's Association, District 17, 1999-2000

Arbitrator, Great Lakes and Midwest Regular and Expedited Panels, United States Postal Service and the National Association of Letter Carriers, 2000-2002

Arbitrator, Southwest Airlines and IAM&AW District Lodge 142, 2000-present

Arbitrator, Lockheed Martin and IAM&AW District Lodge 776, 2001-2003

Hearing Officer, Civil Service Commission of El Paso, Texas, 2002-2003

Arbitrator, Celotex Asbestos Settlement Trust Fund, 2003-present

Arbitrator, Hollister, Inc. and UAW Local 710, 2007-present

Arbitrator, US Airways and IAMAW District Lodge 141, 2008-present

Arbitrator, Hormel Foods and UFCW Local 22, 2008-present

**SENIOR INDUSTRIAL RELATIONS MANAGER**  
**- Anheuser-Busch, Inc., St. Louis, Missouri, 1983-1984**

Management responsibility for the development and implementation of labor relations, personnel, safety, health and EEO/Affirmative Action policies

Supervisory responsibility for staff of 20+ who aided in the administration of said

policies in a plant of 3000 hourly employees and 500 salaried employees

Collective bargaining and contract administration responsibility for 17 contracts with 11 Unions representing hourly employees

**ASSISTANT CORPORATE COUNSEL**

**- American Bakeries Company, Chicago, Illinois, 1976-1983**

Represented corporation at its facilities in collective bargaining, contract administration, grievance adjustment and prepared and presented cases at arbitration hearings

Coordinated corporate EEO/Affirmative Action Program

Reviewed compliance with federal and state regulatory agencies in matters of antitrust, labor, food preparation, and labeling, safety and health, licensing and the environment

Prepared and maintained trademark registrations and renewals

Provided legal support and drafted documents for acquisition, sales of assets and real estate transactions

Engaged and directed outside counsel in litigation matters in various state and federal courts

**STAFF ATTORNEY**

**- Federal Energy Administration (now DOE), Office of Regional Counsel, Dallas, Texas, 1975-1976**

Prepared legal documents as required

Reviewed pending investigation for legal sufficiency and provided appropriate advice to staff of investigators

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**EDUCATION**

J. D., Southern Methodist University, May 1975

A. B., magna cum laude, St. Louis University, May 1972

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**ADMITTED TO PRACTICE**

- Texas, 1975; Missouri, 1975; Illinois, 1976;
- Northern District of Texas, 1976
- United States Supreme Court, 1980

- Eastern District of Missouri, 1985
- Eighth Circuit Court of Appeals, 1986
- Western District of Texas, 1992
- Southern District of Texas, 1992
- Eastern District of Texas, 1993

### **PROFESSIONAL ASSOCIATIONS**

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- National Academy of Arbitrators
- Austin Bar Association
- Bar Association of Metropolitan St. Louis, Chair, Labor and Employment Section and Member of the Executive Committee, 1992-1993; Member-At-Large and Board of Governors, 1994-1995
- The State Bar of Texas
- Missouri Bar
- Illinois Bar
- American Arbitration Association
- Labor and Employment Research Association, Gateway Chapter
- Association of Attorney-Mediators, Inc.
- National Italian-American Bar Association