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Educational Background:

Sullivan High School, Chicago, Illinois, 1965

University of Michigan, B.A. with Distinction, May 1969

University of Denver, Graduate School, 1969-1970

Northwestern University, M.A., June 1972

Northwestern University School of Law, J.D., June 1974

Arbitration Training:

American Arbitration Association (AAA) Employment Arbitrator Training 1999

American Arbitration Association (AAA) Arbitrator Update 2001

American Arbitration Association (AAA) Labor Arbitrator II Training 2003

Professional Experience:

Member, National Academy of Arbitrators

Board of Governors-Founding Member-Distinguished Fellow, International Academy of Mediators

Private Practice of Law, 1974-present

Labor and Employment Arbitrator/Mediator, 1976-present

Commercial Arbitrator/Mediator, 1990-present

National Association of Securities Dealers, Arbitrator/Mediator, 1997-present

American Arbitration Association Panel of Labor Arbitrators, 1976-present

National Mediation Board Panel of Arbitrators, 1984-present

Federal Mediation and Conciliation Service Roster of Labor Arbitrators, 1993-present

Partner, Dispute Resolution Associates, 2000-present

State of New Jersey, Public Employment Relations Commission, Panel of Arbitrators, 2000present

Cook County Court-Annexed Major Case Civil Mediation Program, 2004-present

Professional Experience: (Continued)

State of Iowa, Public Employment Relations Board; Fact-Finding, Interest and Grievance Arbitration Panels; 2007-present

Illinois State Board of Education

Illinois Department of Central Management Services

Faculty or Instructor Positions:

University of Denver, 1969-1970 Northwestern University Law School (legal writing instructor), 1971-1973 Northwestern University Evening Division, 1973-1974 Barat College, 1974-1975 Columbia College, 1980-1981

Has Served as a Member of the Following Labor Arbitration Panels and System Boards:

Referee, National Railroad Adjustment Board

Panel of Arbitrators, National Mediation Board

Panel of Arbitrators, Local 241, Amalgamated Transit Union and Chicago Transit Authority

Panel of Arbitrators, Local 308, Amalgamated Transit Union and Chicago Transit Authority

Expedited Panel, United Steelworkers of America and Northern Indiana and Northern Illinois Steel Companies

Board of Arbitration, United Steelworkers of America and U.S. Steel Corporation, a division of USX Corporation

Panel of Arbitrators, Illinois Department of Central Management Services and American Federation of State, County, and Municipal Employees, AFL-CIO (AFSCME), Council 31

Panel of Arbitrators, Illinois Department of Central Management Services and Illinois Federation of Public Employees

Panel of Arbitrators, Illinois Department of Central Management Services and Illinois Nurses Association

Teacher Dismissal Hearing Panel, Illinois State Board of Education

Public Employees Arbitration/Mediation Roster, Illinois State Labor Relations Board

Expedited Panel, AT&T Information Systems and Communications Workers of America, AFL-CIO (Chicago Administrative Region)

Expedited Panel, Illinois Bell Telephone Company and International Brotherhood of Electrical Workers, Local 383

Panel of Arbitrators, City of Chicago and Local 9, International Brotherhood of Electrical Workers

Mediation Panel, National Employment Mediation Services

<u>Has Served as a Member of the Following Labor Arbitration Panels and System Boards</u>: (Continued)

Panel of Arbitrators, City of Chicago and Federation of Police

Panel of Arbitrators, City of Chicago and Chicago Fire Fighters Union, Local No. 2

Panel of Arbitrators, City of Chicago and Policemen's Benevolent and Protective Association

Panel of Arbitrators, Chicago Board of Education and Chicago Teachers Union

Expedited Panel, Social Security Administration and American Federation of Government Employees

System Board of Adjustment, Northwest Airlines and Airline Pilots Association

System Board of Adjustment, Northwest Airlines and IAMAW

System Board of Adjustment, Northwest Airlines and International Brotherhood of Teamsters

System Board of Adjustment, Northwest Airlines and Aircraft Mechanics Fraternal Association

System Board of Adjustment, Alaska Airlines and the Association of Flight Attendants

System Board of Adjustment, Alaska Airlines and Aircraft Mechanics Fraternal Association

System Board of Adjustment, Alaska Airlines and International Association of Machinists and Aerospace Workers

System Board of Adjustment, American Trans Air and the Association of Flight Attendants

System Board of Adjustment, American Trans Air and IBT

System Board of Adjustment, American Trans Air and Air Line Pilots Association

System Board of Adjustment, Air Wisconsin Airlines and Association of Flight Attendants

System Board of Adjustment, Air Wisconsin Airlines and International Association of Machinists and Aerospace Workers

System Board of Adjustment, PSA Airlines and Association of Flight Attendants

System Board of Adjustment, PSA Airlines and Air Line Pilots Association

System Board of Adjustment, PSA Airlines and IBT

System Board of Adjustment, United Airlines and Aircraft Mechanics Fraternal Association

System Board of Adjustment, United Airlines and International Association of Machinists and Aerospace Workers

System Board of Adjustment, USAir Shuttle and the Association of Flight Attendants Panel of Arbitrators, Amalgamated Transit Union, Local 241 and Pace

West Division

Panel of Arbitrators, Amalgamated Transit Union, Local 241 and Pace Heritage of Joliet

<u>Has Served as a Member of the Following Labor Arbitration Panels and System Boards</u>: (Continued)

- Permanent Panel of Arbitrators, USS/KOBE Steel Company and United Steelworkers of America
- Panel of Arbitrators, United Steelworkers of America and Republic Engineered Products
- Panel of Arbitrators, MidAmerican Energy Company and the International Brotherhood of Electrical Workers (IBEW) Local 499/Local 109
- Panel of Arbitrators, United Mine Workers of America and Bituminous Coal Operators' Association
- Panel of Arbitrators, Internal Revenue Service and the National Treasury Employees Union
- Panel of Arbitrators, Northrop Grumman Newport News and the United Steelworkers of America
- Expedited Panel (Great Lakes), United States Postal Service and American Postal Workers Union, AFL-CIO
- Expedited Panel (Central), United States Postal Service and National Association of Letter Carriers, AFL-CIO
- Expedited Panel (Chicago/Central Illinois/Northern Illinois), United States Postal Service and the National Postal Mail Handlers Union
- Regular Contract and Discipline Panel (Central Plains/Mid-America, Dakotas/Hawkeye, Gateway), United States Postal Service and the National Postal Mail Handlers Union
- Panel of Arbitrators, Verizon New Jersey, Inc. and International Brotherhood of Electrical Workers (IBEW), Local 827
- National Air Traffic Controllers Association AFL-CIO and FAA Central Region Arbitration Panel
- National Elevator Bargaining Association (NEBA) and International Union of Elevator Constructors (IUEC) Substance Abuse Arbitration Panel
- Roster of Neutrals, Transportation Security Administration (TSA) and American Federation of Government Employees, AFL-CIO (AFGE)

Arbitration Experience:

Has served as Arbitrator in thousands of employment and labor cases in the private and public sectors involving discrimination (race, sex, age, sexual harassment, disability), as well as a wide range of fringe-benefit issues, hours and scheduling issues, discipline, discharge, wages/salary, strikes, lock-outs, subcontracting, overtime, vacations, promotions, seniority, management rights, job posting/bidding, layoffs/recalls, and performance evaluations. Handles statutory claims, as well as contractual issues. Industries include airline,

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Arbitration Experience: (Continued)

automobile, clerical, communications, electric, entertainment, furniture, hospitals, mining, prisons, railroad, service employees, steel, teamsters, transit, and public sector (fire, police, teachers). Frequent speaker on labor/management topics and grievance arbitration.

Community Service:

Alderman, 4th Ward, Evanston, Illinois, 1975-1979 Chairman, Transportation Committee, Evanston City Council, 1977-1979

Publications:

- "The Pro Se Small Claims Court in Chicago, Justice for the Little Guy?"

 Northwestern University Law Review, Vol. 72, No. 6, January/February 1978 (with T. L. Eovaldi)
- Editor, <u>Illinois Defender Project Newsletter</u>, 1975-1978
- "A Survey of Chicago Law Students Opinions and Career Expectations."

 Northwestern University Law Review, Vol. 67, No. 4, September/October 1972 (with T. M. Becker)
- "Quo Vadis, Pro Bono? Will the Law Student Devoted to Social Service Please Step Forward." <u>Student Lawyer Magazine</u>, Vol. 2, No. 2, October - 1973 (with T. M. Becker)
- "Empathy and Bravado: Interviewing Reluctant Bureaucrats." <u>Public Opinion</u> <u>Quarterly</u>, Vol. XXXVIII, No. 4, Winter, 1974-1975
- Review: "The Superlawyers: The Small and Powerful World of the Great Washington Law Firms." <u>Contemporary Sociology</u>, Vol. 2, No. 2, March 1973
- Review: "The Finest Judges Money Can Buy." <u>Student Lawyer Magazine</u>, Vol. 2, No. 6, February 1974
- Review: "Drinks, Drugs and Do-Gooders." Sociology: <u>Reviews of New Books</u>, Vol. 1, No. 2, November/December 1973

Publications: (Continued)

Review: "Corrections: Problems of Punishment and Rehabilitation." Sociology: Reviews of New Books, Vol. 1, No. 5, March - 1974

Review: "Criminal Law: Theory and Process." Perspective: Monthly Reviews of New Books on Government, Politics and International Affairs, Vol. 4, No. 2, March - 1975

Review: "Where the Law Ends: The Social Control of Corporate Behavior." Sociology: Reviews of New Books, Vol. 3, No. 4, February - 1976

Membership in Professional Associations:

National Academy of Arbitrators

Board of Governors-Founding Member-Distinguished Fellow, International Academy of Mediators

Fellow, College of Labor and Employment Lawyers

American Bar Association

Illinois State Bar Association

Chicago Bar Association

Certified Mediator, International Mediation Institute (IMI)

Neutral Co-Chair (2011-2014), American Bar Association Section of Labor and Employment Law, State and Local Government Bargaining and Employment Law Committee

Fees:

Grievance Arbitration: \$1,600.00 per day Interest Arbitration: \$1,750.00 per day

Fact-Finding and Mediation: \$495.00 per hour

Registered in U.S. Federal Government's System for Award Management (SAM), formerly Central Contractor Registration (CCR).

A full per diem will be charged for each full or partial day of hearing; time required for study and award preparation will be prorated.

Cancellation Policy: A full per diem fee will be charged for each day cancelled, continued, or postponed by any party for any reason less than thirty days prior to each scheduled hearing date.

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Fees: (Continued)

Travel Expenses: Actual expenses, including airfare (lowest fully refundable fare available for convenient flights at time of purchase), car rental, cab fare, mileage @ 75 cents per mile for any use of personal vehicle, tolls, parking (including airport parking), and lodging. Parties will be charged expenses from the closest of the two above-listed offices of the Arbitrator.

Travel Time: Travel that is necessary on days other than the scheduled hearing dates (e.g., due to location and/or starting time) will be billed on a prorated per diem basis.

Other Expenses: Parties will be charged for photocopying, postage, and other related expenses.