

**JOHN M. SKONIER, ESQ.**

**EMAIL:** Touchstones@comcast.net

**PRESENT OCCUPATION:** Arbitrator

**BUSINESS ADDRESS:** 2417 Oakland Dr., Norristown, Pennsylvania

**PROFESSIONAL AFFILIATIONS:** National Academy of Arbitrators, National Mediation Board, Federal Mediation and Conciliation Service, Pennsylvania Labor Relations Board, Pennsylvania Bureau of Mediation, Pennsylvania Bar Association, Montgomery County Bar Association and Labor and Employment Relations Association

**EDUCATION:**

<b>SCHOOL</b>	<b>DEGREE</b>	<b>YEAR</b>
Temple University Graduate School of Law	L.L.M.	1979
University of Toledo	J.D.	1975
Pennsylvania State University	B.A.	1971

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

I have issued over 1,500 arbitration awards as a neutral arbitrator since 1987. From 1980 through 1986, I served as an administrative law judge for the Pennsylvania Labor Relations Board (PLRB). From January 1987 to the present, I have served exclusively as an arbitrator.

**INDUSTRIES:** Aerospace, Airlines, Agriculture, Aluminum, Automotive, Bakery, Beverage, Building Products, Broadcasting, Cement, Chemicals, Clothing, Coal, Communications, Construction, Dairy, Education, Electrical Equipment, Electronics, Entertainments/ Arts, Feed/Fertilizers, Food (mfg./proc./service), Federal/State/Local Governmental Agencies, Foundry, Furniture, Glass/Pottery, Health Care, Hotels/Motels/Casino/Resorts, Hospitals/Nursing Homes, Lumber, Machinery, Metal Fabrication, Mining, Nuclear Energy, Office Workers/Clerical, Organizations, Packaging, Petroleum/Petrochemicals, Pharmaceuticals, Plastics, Police and Fire, Printing and Publishing, Prison Guards, Pulp and Paper, Rail Roads, Rubber/Tire, Shipbuilding/Dry-Dock, Steel, Stone/Quarry, Textile, Transportation, Trucking and Storage, Upholstery, Utilities, Warehousing.

**ISSUES:** Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct (Off-Duty/Personal), Demotion, Discipline (Non-Discharge), Discipline (Discharge), Age Discrimination, Disability Discrimination, Religion Discrimination, Race Discrimination, National Origin Discrimination, Drug/Alcohol Defenses, Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Dispute, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Pension

Claims, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification

**PERMANENT PANELS:** Verizon & CWA, Coca-Cola & Teamsters, Commonwealth of Pennsylvania & Pennsylvania State Troopers Association, Lehigh County & AFSCME, Greyhound & ATU, PPL & IBEW Local 1600, Pepsi & Teamsters, Exxon & PACE, Commonwealth of Pennsylvania & Pennsylvania State Correctional Officers Association, Jewish Employment and Vocational Services & AFSCME, Quaker City Lumber Products Association/IBT, Canada Dry & Teamsters, Lehigh Coal and Navigation & UMW, Bituminous Coal Operators' Association, Inc. & UMW, District 31, Commonwealth of Pennsylvania & PSSU., Allegheny County Community College/Federation of Teachers, Various School Districts and Unions throughout Eastern Pennsylvania

**ARBITRATION ROSTERS:** American Arbitration Association, Federal Mediation and Conciliation Service, National Mediation Board, Pennsylvania Bureau of Mediation

**PUBLISHED CASES:** Numerous cases through American Arbitration Association Publications and Labor Relations Press (PLRB)

**FEES:** The fee is \$1,200 per day for hearing (for up to 8 hours), and for research and preparation for the opinion and award. A hearing day is any portion of a day up to eight hours, including travel time.

**Cancellation Policy:** If the hearing is postponed or canceled for any reason within three calendar weeks (21 days), the per diem fee for each day of hearing shall be charged.

**Travel Time:** Arbitrator charges per diem fee for any portion of a separate travel day up to eight hours or any portion of a hearing day that exceeds 8 hours for time spent traveling.

**Expenses:** Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate.