

LAMONT E. STALLWORTH, Ph.D.

Professor Lamont E. Stallworth received his Ph.D. from Cornell's School of Industrial and Labor Relations, majoring in Labor Law and Collective Bargaining and minor in law. Since graduating from Cornell, he has held faculty positions at the Institute of Labor and Industrial Relations, at the University of Illinois (Champaign-Urbana). Professor Stallworth is currently a member of the faculty of the Institute of Human Resources and Employment Relations at Loyola University of Chicago. Professor Stallworth has been published in numerous industrial relations journals and law review journals. He has been a recipient of grants and fellowships from such organizations as the National Institute of Mental Health, the Rockefeller Foundation, the William and Flora Hewlett Foundation and the Fund for Labor-Relations Studies, University of Michigan School of Law.

In addition to his academic experience, Professor Stallworth has held various positions in the labor-management relations arena: Research Staff of the Communication Workers of America (1971); Labor Relations Representative with the Ford Motor Company (Dearborn, Michigan) (1968 to 1970); Labor-Management Field Examiner National Labor Relations Board (1972-1974); ad hoc mediator-fact finder with the New York State Public Employment Board (1975-1978); Board Member, Illinois State Judicial Classification Review Board (1988-91) and Board Member, Illinois Local Labor Relations Board (1984-1988). He is a member of the National Academy of Arbitrators (1986) and has served on the National Executive Board of the Industrial Relations Research Association (now called Labor and Employment Relations Association); he is a past President of the Society of Professionals in Dispute Resolution (SPIDR) (now Association for Conflict Resolution). He was a member of the National Labor-Management Task Force, American Arbitration Association (1998 – 2000) and co-chaired the ADR in the Work Place Committee (Track I) of the Society of Professional in Dispute Resolution. ACR (formerly SPIDR) is an international professional organization of dispute resolvers. Under SPIDR's Law and Public Policy Committee (established by Dr. Stallworth), ACR published the "Guidelines and Safeguards for Designing and Implementing Integrated Conflict Management Systems" (2001) (Co-chairs Lamont E. Stallworth and Anne Gosline). Dr. Stallworth has also served on a national task force to examine the feasibility of promoting dispute resolution system design in the unionized setting. This task force was established by the Federal Mediation and Conciliation Service and the Strauss Institute for Dispute Resolution at the School of Law, Pepperdine University.

Dr. Stallworth is listed on the arbitration and mediation panels of the American Arbitration Association, Federal Mediation and Conciliation Service, the National Mediation Board. Mediation Research and Education Project, the Center for Employment Relations, Illinois Educational Board and Illinois State Labor Relations Board. He also serves as a permanent arbitrator and grievance mediator on a number of private, public and federal sector arbitration and grievance mediation panels.

Dr. Stallworth is founder and chairman of the Center for Employment Dispute Resolution (CEDR), a not-for-profit ADR and public policy research organization. CEDR is also the program administrator of the ADR Consortium, a cooperative organization consisting of various ADR providers and individual workplace neutrals. Through the ADR Consortium, CEDR has established and administered EEO mediation programs in cooperation with the Illinois Human Rights Commission, and the District Offices of the EEOC in Chicago, St. Louis and Kansas City. CEDR was supported by an initial grant from the William and Flora Hewlett Foundation.

Dr. Stallworth, under the auspices of the Center for Employment Dispute Resolution and with the cooperation of the ADR Committee of the Federal District Court (N.D. IL), has designed and implemented mediation programs to resolve EEO lawsuits and police excessive and police misconduct lawsuits. The City of Chicago and County of Cook were the first government entities to agree to use this program.

Dr. Stallworth has completed a number of diversity and multicultural training programs including "Training of Trainers" program offered by the National Multicultural Institute (1995). He currently teaches graduate level courses at the Institute of Human Resources and Employment Relations, Loyola University, in managing a diverse workforce, conflict management and alternative dispute resolution, negotiation and mediation, labor arbitration, and human resources law and employment discrimination law.

Dr. Stallworth has combined his interests in organization development, employment law, diversity, conflict management, alternative dispute resolution and the resolution of statutory based workplace dispute in his teaching, research and professional practice. Most recently Dr. Stallworth's research has also focused on workplace bullying and mobbing (also called "psychological violence" and "statutory-blind harassment") and the impact of offers of apology in resolving workplace disputes. He is a nationally recognized practitioner and scholar in this developing area.

Dr. Stallworth was the Frank Sanders Lecturer for the American Bar Association, Alternative Dispute Resolution Section, at the ABA's annual meeting in August 1995 in Chicago. His presentation was entitled "Contract with the American Worker: Workplace Civil Rights and the Potential Role of ADR." He has also been the recipient of the Distinguished Service Award from the Society of Professionals in Dispute Resolution on two occasions.

Dr. Stallworth was the Professor Jean T. McKelvey Neutral In Residence, Cornell University, NY SSILR (2004-2005). Professor Jean T. McKelvey was one of the founding faculty members of Cornell's School of Industrial and Labor Relations and the first female president of the National Academy of Arbitrators (1971).

LAMONT E. STALLWORTH, PH.D.
LABOR ARBITRATION AND ALTERNATIVE DISPUTE RESOLUTION
505 NORTH LAKE SHORE DRIVE
NO. 1718
CHICAGO, ILLINOIS 60611-3404
312-822-9113
FAX: 312-8339653

OCCUPATION: Educator – Labor Arbitrator – Mediator – Fact Finder
YEAR OF BIRTH: 1947

EDUCATION: New York State School of Industrial and Labor Relations – Cornell University, Ithaca, New York, 1974-78: Degree: Doctor of Philosophy, Major: Labor Law, Collective Bargaining & Labor History, University of Massachusetts (Amherst) 1971 – 1972 Labor Relation Center; Degree M.S. Labor Relations. (Interdisciplinary curriculum including labor problems, economics, sociology and management); Northeastern University, Boston, Massachusetts, 1965-70: Degree: Bachelor of Science in Business Administration, Major: Industrial Relations, Minor: Economics and Spanish.

EXPERIENCE: Arbitrated over 1,500 cases. Thirty years experience. Member, Illinois Local Labor Relations Board (1984-1988); Member, Judicial Review Committee (1988-1991); ad hoc Fact Finder and Mediator, N.Y.S. Public Employment Relations Board (1975-1980); Field Examiner, National Labor Relations Board (Boston) (1972-1974); Labor Relations Representative, Ford Motor Co. (1968-1970); Research Staff, Communication Workers of America (Washington, D.C.) (1971).

PROFESSIONAL AFFILIATIONS: Professor Jean T. McKelvey Neutral In Residents, Cornell University, NY SSILR (2004–2005); National Academy of Arbitrators (NAA) (1986 to present); Past President, Society of Professionals in Dispute Resolution (SPIDR) (1988-1989); (now Association for Conflict Resolution), Board of Directors, Industrial Relations Research Association (1990-1994) (now Labor and Employment Relations Association) and Founder, Center for Employment Dispute Resolution (CEDR) (1993-present); Co-Chair, SPIDR ADR/Employment Dispute Sector (1993-1995) and Chair, SPIDR Law and Public Policy Committee, (1995-1999); Co-Chair, SPIDR ADR In Workplace Committee (1996-2000).

ROSTERS: American Arbitration Association, Federal Mediation and Conciliation Service, National Mediation Board, Illinois Educational Labor Relations Board. Grievance Mediator, Mediation Research and Education Project (1988 to present) and Center for Employment Dispute Resolution (1993 to present).

CONTRACT ARBITRATION: *Current Panels:* Clerk of Circuit Court Cook County and AFSCME Council 31 (2000 to present); MSC Pre Finish Metals and United Steelworkers Local 7773-5 (2000 to present); Midwest Textile Service Association and Chicago and Central States Joint Board, UNITE, AFL-CIO-CLC (2000 to present); Chicago Public Schools and Chicago Teachers' Union Grievance Mediation Panel (2000-present); Goodyear Tire and Rubber and United Steelworkers of America (1997 –

present); Rockford Board of Education and Rockford Education Association (1996 to present); Chicago Transit Authority and Local 308 ATU (1988 to present); U.S. Postal Service and APWU (Great Lakes and Gateway Districts) (1987 to present); CNH (J.I. Case International) and United Autoworkers (1982 to present). Herman Miller (Integrated Metal Technology, Inc.) and United Steelworkers of America; University of Minnesota University and Staff and Faculty Arbitration Panel (1998 to present) U.S. Securities and Exchange Commission and National Treasury Employees (2003 to present) Union Pacific Railroad and Brotherhood of Railway Carmen (Special Expedited Subcontracting Panel) (2006 to present) and Burlington Northern and Sante Fe Railway and Brotherhood of Railway Carmen (Special Expedited Subcontracting Panel) (2006 to present).

CURRENT ARBITRATION PANELS: Wheeling Pittsburgh Steel Co. and USWA (1988 to 2006); Wayne State University and University Staff and Faculty Arbitration Panel (2003-2004) Thompson Steel and United Steelworkers of America (2004); Spartan Stores, Inc. and General Teamsters Union, Local 406 (1998 – 1999); City of Detroit and Detroit Police Officers Association (1997-2000); U.S. Senate Fair Employment Practices Committee (1994-1997); Fort Transfer and IBT, Local 627 (1993-1994); Peabody Coal Co. and District 23 UMW (1993-1994); Kelly Springfield Tire Co. and United Rubber Workers (1992-1995); P&M Coal Co. and District 23, United Mine Workers of America (UMWA)(1991-1993); College of Lake County Community College District No. 532 and College of Lake County Staff Council, Lake County Federation of Teachers Local 504, IFT-AFT, AFL-CIO (1989-1995); City of Chicago and AFSCME Council 25 (1988-1993); Inland Employees Federal Credit Union and USWA Local 9207 (1987-1995).

INDUSTRIES ARBITRATED: Automotive and Farm Implementation; Cement; Chemicals; Clerical; Coal; Communications; Construction and Building; Copper; Education; Extractive Industry; Federal Sector; Food; Bakery; Gas and Electric Power; Grain Mill; Hospital; Health Care; Higher Education; Manufacturing (Miscellaneous); Maritime; Meat Packing; Printing and Publishing; Police and Fire Fighter; Public Sector (state and local); Air Lines; Railroads; Retail and Chain Stores; Steel; Tire and Rubber; Transportation; Public Transit Trucking and Storage, and Warehousing.

ARBITRATION EXPERIENCE: Decided over 1500 cases.

SELECTED PUBLISHED ARBITRATION AWARDS: Goodyear Tire and Rubber Co., 115 Lab. Arb. (BNA) 216 (2001); Milford Township, 113 Lab. Arb. (BNA) 973 (2000); Perfection Bakeries, Inc. 110 Lab Arb (BNA) 1043 (1998); Village of Winnetka, 97-2 Arb. 3317 (CCH) (1997). Kelly-Springfield Tire Company, 103 Lab. Arb. (BNA) 1207.

General Fees and Postponement and Cancellation Policies

\$1,000 Grievance Arbitration

\$150 per party docketing and administrative fee

30 day postponement and cancellation fee policy

Interest Arbitration \$2,000 per day

Training \$2,000 per day