

**BARRY E. SIMON**  
Attorney and Arbitrator

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**EDUCATION** University of Illinois at Chicago  
College of Business Administration  
B.S. in Personnel Management, 1970

Loyola University of Chicago  
School of Law  
J.D., 1975

**BAR ADMISSIONS** Illinois Supreme Court  
U.S. District Court, Northern District of Illinois  
United States Supreme Court

**CAREER** Arbitrator, 1989-present. Arbitrator in labor-management, employment and securities disputes.

Adjunct Professor, Lake Forest Graduate School of Management, 1990-2004. Taught *Human Resources Management* and *Negotiations and Conflict Resolution* in MBA program.

Corporate Labor Counsel, Chicago and North Western Transportation Company, 1976-1988. Primary responsibility for grievance and interest arbitration involving thirteen craft unions; represented railroad in legal matters in connection with employment and labor relations.

Personnel Specialist, American Library Association, Office for Library Personnel Resources, 1972-1976. Advised library profession in various areas of human resources management through seminars, journal articles and correspondence.

**PANELS** American Arbitration Association  
Federal Mediation and Conciliation Service  
National Mediation Board  
Illinois State, Local and Educational Labor Relations Boards  
Illinois State Board of Education

**INDUSTRIES** Aerospace, airlines, bakery, beverage, building products, broadcasting, cement, communications, construction, education, electrical equipment/appliances, food manufacturing/processing/service, foundry, government, health care, hospitals, iron, machinery, meat packing, metal fabrication, office workers/clerical, organizations, petroleum/petrochemicals, police and fire, postal service, printing and publishing, pulp and paper, railroads, restaurants, retail stores, steel, transportation, trucking and storage, utilities, warehousing.

**ISSUES** Absenteeism, arbitrability, bargaining unit work, conduct (off-duty/personal), demotion, discipline (non-discharge), discipline (discharge), drug/alcohol offenses, holidays, leave, vacation, grievance mediation, job performance, job posting/bidding, jurisdictional dispute, layoffs/bumping/recall, management rights, official time, past practices, pension and welfare plans, promotion, safety/health conditions, seniority, sexual harassment, subcontracting/contracting out, tenure and reappointment, holiday pay, job classification and rates, merit pay, overtime pay, vacation pay, work hours/ schedules/assignments, working conditions/work orders, violence or threats.

**PERMANENT PANELS** United States Postal Service - National Association of Letter Carriers  
United States Postal Service - Postal Police Officers Association  
American Airlines - Allied Pilots Association  
American Airlines - Association of Professional Flight Attendants  
ABC-TV - NABET-CWA  
Chicago Hotels - UNITE-HERE  
Cleveland-Cliffs - United Steelworkers  
Norfolk Southern Railroad - SMART-Transportation Division  
Norfolk Southern Railroad - Brotherhood of Locomotive Engineers  
CSXT Railroad - Brotherhood of Maintenance of Way Employees

**MEMBERSHIPS** National Academy of Arbitrators (Board of Governors, 2011-2013); College of Labor and Employment Lawyers (Fellow); Chicago Bar Association, Labor and Employment Law Committee (Chair, 1991-1992); American Bar Association, Committee on State and Local Government Collective Bargaining (Co-Chair, 2019-2022), Committee on Railway and Airline Labor Law; Labor and Employment Relations Association; National Association of Railroad Referees (Vice President, 1991-1996; Secretary-Treasurer, 1998-2002; President, 2006-2010)

**PUBLISHED CASES** 139 LA 445 (2019); 138 LA 243 (2017); 137 LA 161 (2016); 137 LA 206 (2016); 137 LA 260 (2016); 132 LA 191 (2013); 132 LA 1283 (2013); 123 LA 198 (2006); 120 LA 1095 (2005); 110 LA 335 (1998); 102 LA 777 (1994).

**SIGNIFICANT PUBLICATIONS** *Last Chance Agreements: Shape Up or Ship Out*, Illinois Public Employee Relations Report, Summer 2006

*Developing Termination Policies and Procedures*, American Libraries, January 1973

*Understanding the Fair Labor Standards Act*, American Libraries, November 1974

*Supply & Demand: Old law trips up new grads*, with Margaret Myers, Wilson Library Bulletin, December 1976

**MILITARY** 305<sup>th</sup> PSYOP Bn, USAR, 1970-1976, Honorable Discharge as Sgt. E-5

## **SCHEDULE OF ARBITRATION FEES**

***Per Diem Fee for travel, hearings and study/writing:***        \$1,700.00

A hearing day is any portion of a day up to six hours. Study/writing time is prorated.

***Cancellation/Postponement Fee:***

30 days notice or less - the applicable per diem fee for each scheduled hearing day  
More than 30 days notice - no fee

***Administrative Fee:***

In cases involving unusual amounts of time relative to the pre-hearing and post-hearing administration of a particular case, an administrative charge based upon an hourly fee of \$300 may be charged at the Arbitrator's discretion.

***Travel:***

Actual expenses for public transportation, car rental, hotels, meals and incidentals will be billed. Personal automobile mileage billed at IRS allowable rate per mile plus tolls and parking.

***Record Retention Policy:***

Upon issuance of the Award, all transcripts, exhibits, briefs, tapes and notes are destroyed. If the parties wish to have any exhibits returned, they must notify the Arbitrator.

Effective January 1, 2022