

JAMES R. JOHNSON

Email: JRJohnson@Mindspring.com

Present Occupation: Arbitrator/Mediator

First Business Address:

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EDUCATION:

BA, Loras College, Dubuque, Iowa. Graduate and Executive Development work at Loyola University, Chicago, Illinois; Governor's State University, Park Forest, Illinois; the Harvard Business School, Cambridge, Massachusetts; and the University of Virginia, Charlottesville, Virginia.

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Over 45 years of Labor/Management experience as Advocate, Facilitator, Mediator and Arbitrator. 1985 — Present: Arbitrator/Referee, National Mediation Board. Arbitrate labor and employment cases in the railroad industry. 1983 — 1986; 1991 — Present (except as noted below): Arbitrator. Arbitrate labor and employment cases (see industries and issues below) for FMCS. Developed and delivered Labor Relations and Mediation/ Arbitration training programs to managers, supervisors and union stewards. Senior Manager Labor Relations, L3/L3Harris 2016 – 2025. Director Labor Relations, NetJets 2013 – 2016. System Director Labor Relations, Ascension Health 2011 – 2013. Director Labor Relations, Sodexo, 2011 – 2013. Assistant Vice President, Labor & Employee Relations, Hospital Corporation of America, 2009 – 2011. System Director of Labor & Employee Relations, Appalachian Regional Healthcare System, 2006 – 2009. Director of Human Resources, University of Chicago Medical Center, 1987 — 1991. Director of Labor Relations, National Railroad Passenger Corporation (Amtrak), 1973 -1985. Chief spokesman in over 100 contract negotiations, advocate in arbitration cases and co-chair of the Joint Labor/ Management Council. Served as Mediator/Arbitrator on grievance cases with the Communication Workers of America and Verizon Communications.

INDUSTRIES:

Aerospace/Aviation; Broadcasting; Education; Entertainment/Arts; Federal Sector Grievances; Hospital/ Nursing Home; Local Government; Manufacturing; Miscellaneous Organizations; Police & Fire; Printing & Publishing; Prison Guards; Public Sector Grievances; Pulp & Paper; Transportation; Trucking & Storage; Utilities; Railroads; Real Estate.

ISSUES:

Absenteeism; Alcohol & Drug Abuse; Arbitrability; Work Assignment; Bargaining Unit Work; Demotion; Discharge; Discipline; Discrimination; Health & Welfare; Holidays & Holiday Pay; Job Classification; Job Evaluation; Job Posting & Bidding; Jurisdiction; Layoff; Bumping & Recall; Overtime/Overtime Pay; Past Practice; Pensions; Rate of Pay; Reductions in Force; Reporting; Callin/Call-back Pay; Safety; Scheduling of Work; Seniority; Severance Pay; Subcontracting; Transfer; Union Business; Vacations & Vacation Pay; Work Performance; AWOL; Insubordination; Leave of Absence; Performance Appraisals; Promotions; Reassignment; Wages; Sexual Harassment; and Grievance Mediation.

ARBITRATION ROSTERS:

National Mediation Board

Federal Mediation & Conciliation Service