



John R. Panico, Esq.

Pendleton, Indiana



Labor Experience

Over 35 years' experience representing both employers and employees. Served as Director of Labor Relations in Healthcare, Manufacturing, Mass Transit, Higher Education, Mining, Utilities, Hospitality, Food Service, Law Enforcement and Government organizations. Served as chief labor negotiator in over 50 contract negotiations. First chair in grievance-arbitration and managed the grievance-arbitration procedure processing over 2000 grievances. Responsible for CBA interpretation and administration. Litigated NLRB unfair labor practice charges and appeals. Responsible for the establishment and coordination of labor-management safety committees and USDOL approved Apprenticeship Training Programs. Assisted on Taft-Hartley Welfare Fund litigation. Conducted labor relations supervisory training and continuing legal education programs. Negotiated plant closure agreements and managed WARN ACT compliance. Prior to legal career served as Shop Steward in New York City's Hotel Restaurant and Bartenders Union and organizing activities in Southern California.

Issues

Absenteeism, Affirmative action, Age, Arbitrability, Bargaining unit work, Bonus fringe benefits, Conduct (off-duty/ personal), Cost-of-living pay, Demotion, Disability, Discipline (discharge), Discipline (non-discharge), Discrimination, Drug/alcohol offenses, Fact finding, Fringe benefits, Gender, Grievance mediation, Health/hospitalization, Hiring practices, Holiday pay, Holidays, Incentive pay, Insurance, Job classification & rates, Job performance, Job posting/bidding, Jurisdictional dispute, Layoffs/bumping/recall, Leave, Management rights, Merit pay, National origin, Overtime Pay, Past practices, Pension and welfare plans, Pension claim (fed. statute), Promotion, Race, Religion, Retirement, Safety/health conditions, Seniority, Severance pay, Sexual harassment, Strikes/lockouts/work stoppages/slowdowns, Subcontracting/contracting out, Unilateral, Union security, Vacation, Vacation pay, Violence or threats, Wages, Work Hours/Schedules/Assignments, Working conditions/work orders.

John R. Panico, Esq.
Neutral ID : 4142062

The AAA's Rules provide the AAA with the authority to administer an arbitration including, arbitrator appointment and challenges, general oversight, and billing. Accordingly, arbitrations that proceed without AAA administration are not considered AAA arbitrations, even when the parties select an arbitrator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual arbitrator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in an arbitrator's resume. If you have any questions about an arbitrator's experience or background, you are encouraged to contact your case manager.

Arbitrators on the AAA Roster are not employees or agents of the AAA.

Industries Aerospace, Agriculture, Aluminum, Automotive, Bakery, Beverage, Building Products, Cement, Chemicals, Clothing, Coal, Construction, Education, Electrical Equipment/Appliances, Electronics, Entertainment/Arts, Food manu/proc/service, Convention and Tradeshow, Foundry, Furniture, Glass/Pottery, Health Care, Hospital/Nursing Home, Mass Transit, Hotels/Casinos/Resorts, Iron, Lumber, Machinery, Meat Packing, Metal Fabrication, Mining, Nuclear Energy, Office Workers/Clerical, Organizations, Packaging, Petroleum/petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police & Fire, Printing & Publishing, public sector grievance, public sector interest, Pulp & Paper, Railroads, Real Estate, Refrigeration/HVAC, Restaurants, Retail stores, Rubber/tire, Steel, Stone/quarry, Symphony orchestra, Textile, Transportation, Trucking & Storage, Upholstering, Utilities, Warehousing.

Permanent Arbitrator American Arbitration Association
Federal Mediation and Conciliation Service
New York State Employment Relations Board
California Public Employee Relations Board
Illinois Educational Labor Relations Board
Michigan Employment Relations Commission
Nevada Employment Management Relations Board
Indiana Education Employees Relations Board
Washington Public Employees Relations Board
Louisville Labor Management Committee
U.S. Virgin Islands Public Employees Relations Board

Current Employer-Title Panico Dispute Resolution, LLC – Arbitrator

Work History Arbitrator, Panico Dispute Resolution, LLC, 2023 - Present; Employment & Labor Lawyer, Panico Law, LLC, 2012-2023; Director Labor & Employee Relations Jackson Health System, 2012; Director of Labor Relations, The University of Chicago, 2010-2012; Sr. Director of Collective Bargaining, New York City Transit, 2008-2010; Deputy City Attorney-Civil Division- Office of the San Diego City Attorney, 2007; Human Resources Manager, Hospira, Inc., 2005-2007; Director of Labor Relations, World Minerals, Inc., 2005; Of Counsel, Grotke & Bekes, P.C., 2004-2005; Employment Trial Attorney, Eckert & Craven, P.C., 2003-2004; Director of Human Resources, Rexnord Corporation, 2001-2003; Director of Labor Relations, Magnequench, Inc., 2000-2001; General Counsel, Magnesium Corporation of America, 1995-2000; Director of Labor Relations, Horizon Healthcare Corporation, 1994-1995; Labor Relations Consultant, Blankenship & Associates, 1991-1994; Law Clerk, Meyer, Suozzi, English & Klein, P.C., 1988-1991; Labor Relations Administrator, Long Island Lighting Company, 1986-1988; Labor Relations Representative, Metropolitan Suburban Bus Authority, 1984-1986.

Technology Proficiency Experienced conducting evidentiary hearings by remote videoconference and Zoom.

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Education	New York Institute of Technology (MS, Labor & Industrial Relations - 1984) Irvine University School of Law (JD - 1981) State University of New York at Old Westbury (BA, Politics, Economics & Society - 1977)	
Professional Licenses	Admitted to the Bar: Indiana, Utah, California.	
Professional Associations	Indiana State Bar Association - Alternative Dispute Resolution Section	
Recent Publications & Speaking Engagements	Continuing Legal Education Speaker (2018 to present) National Business Institute. Recipient Outstanding Faculty Award 2022. HR Boot Camp (2025) Employment Law (2022); Human Resources Boot Camp (2022); How to Bring Indiana Employee Handbooks Into Compliance (2022); Mini Law School for Indiana HR Professionals (2021); Human Resources Law From Start to Finish (2020).	
Citizenship	United States of America	
Languages	English	
Compensation	Hearing:	\$2000.00/Day
	Study:	\$2000.00/Day
	Travel:	\$125.00/Hr
	Cancellation:	\$2000.00/Day
	Cancellation Period:	10 Days
	Comment:	Cancelation with less than 10 days notice 1 day per diem charged.

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