

**Peter J. Hanlon, M.A.**

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**Website:** [www.petehanlonarbitration.com](http://www.petehanlonarbitration.com)

**Present Occupation:** Arbitrator

**Mailing address:**

20 Crestview Dr.  
Tiffin, OH 44883  
(330) 714-5823

**PROFESSIONAL AFFILIATIONS:**

Central Ohio Labor and Employment Relations Association - Member and Board Member  
Early Career ADR Network (ECADRN) – Member and Board Member  
Labor and Employment Relations Association, Virtual and National Chapters  
Ohio/Kentucky, Central Midwest States, and North Texas NAA Salons

**EDUCATION:**

The University of Akron, Akron, OH, M.A., Counseling Psychology, 1992  
The College of Wooster, Wooster, OH, B.A., Psychology, 1989

**SPECIALIZED EXPERIENCE:**

FINRA Basic Arbitrator Training, FINRA, 2025  
Certificate in Human Relations, Cornell University, 2025  
Certificate in Paralegal Studies, Gateway Community College, 2022  
FMCS Becoming a Labor Arbitrator, FMCS, 2021

**EXPERIENCE:**

**Member Resource Center Director, SEIU/District 1199, August 2017 – September 2022.** Developed, fostered, and maintained collegial relationships with internal and external stakeholders across three state region (Ohio, West Virginia, and Kentucky). Managed a team that serviced 25,000-member union. Successfully started innovative program to provide improved communication between members and their administrative organizers. Improved response time to member concerns and improved representation process. Improved time needed to process grievances and win improvements for members. Helped develop and improve processes for serving members. Worked to develop an electronic grievance system to better monitor the processing of members' grievances. Conducted mediations and arbitrations as union advocate regarding member grievances. Served as a clearinghouse for member grievances and supporting documentation. Consulted with union stewards about strategy in lower-level grievance meetings. Registered members for upcoming training and other union events. Made calls to new members to welcome them to the union and provide valuable orientation information. Generated membership cards for new and existing members. Distributed chapter contracts to members. Educated members regarding the benefits of being a union member.

**Ohio State Chapter Vice-President, SEIU/District 1199, March 2013 – November 2017.** Served 4 terms as elected member Vice-President representing approximately 4,000 State of Ohio employees in social services and medical sectors. Participated in grievance meetings, investigations, main table negotiations, and agency-specific negotiations.

**Field Director, SEIU/District 1199, May 2016 – November 2016.** Served as Field Director for progressive labor union's two state, three city member political program. Involved in independent expenditure program to elect endorsed political candidates and further ballot initiative involving increase in city's minimum wage. Supervised approximately 25 staff. Duties included: helping plan and implement organization's strategy and program, cutting turf and assignment of turf to canvassing staff through America Votes, facilitating in-service training, facilitating snowflake model of organizing, collecting daily numbers for canvassers, entering daily expenses into SCORE, processing weekly timesheets, processing new hire packets, providing daily briefings to canvassers, reviewing daily canvasser data before pushing to VAN,

providing daily report to superiors regarding canvasser activity, and generating monthly reports regarding organizer activity.

**Regional Coordinator, SEIU/District 1199, March 2012 – November 2012.** Managed regional office of 30 employees involved in independent expenditure campaign. Duties included opening and closing office, troubleshooting, collecting daily data on canvasser activities, generating daily/weekly reports on canvasser results, conducting daily team meetings, tracking time and benefits, allocating resources to staff, and ensuring successful results.

#### **ISSUES HANDLED AS ADVOCATE:**

AWOL, Absenteeism, Shift and Assignment Bidding, Substance Use/Abuse, Conduct, Disability, Discrimination, Discipline (Reprimands, Suspensions, Fines), Discharge, Harassment, FMLA, Insubordination, Performance, Med Errors, Theft, Social Media, Abuse/Neglect, Use of Force, Pay, Officer in Charge Pay, Longevity, Raises, Contract Interpretation, Expedited Arbitration, and Work Violence.

#### **INDUSTRIES:**

Hospital, Nursing Home, Developmental Disability Group Home and ICF, Youth and Adult Corrections, Adult and Youth Parole, Juvenile Detention Home, Mental Health, Developmental Center, Veteran's Home, Public Library, Head Start, University, and Public Education.

#### **ARBITRATION ROSTERS:**

Alaska Labor Relations Agency, City of Phoenix Employee Relations Board, FMCS, FINRA Dispute Resolution Services, Illinois Educational Labor Relations Board, Iowa Employment Appeal Board Panel of Arbitrators, Maine Labor Relations Board Panel of Arbitrators, Michigan Employment Relations Commission Panel of Arbitrators, Montana Board of Personnel Appeals, Nebraska Commission of Industrial Relations Roster of Arbitrators, Nevada Employee-Management Relations Board Roster of Neutrals, Pennsylvania Bureau of Mediation Roster of Arbitrators, State of California SMCS Panel of Private Arbitrators, State of Washington PERC Dispute Resolution Panel, The Labor Relations Connection, and the USPS/APWU District Arbitration Panel for the Central Area.

#### **SPEAKER EVENTS:**

**Boston Labor Guild: Co-Presenter, Just Cause (2026).**

**Arbitrator and Advocate Symposium:** Panelist, Just Cause Issues – How Arbitrators Rule (2026).

**LERA 78th Annual Meeting:** Co-Chairperson, Assessing Just Cause During Disciplinary Investigations (2026).

**LERA 78th Annual Meeting:** Co-Chairperson, Using Trauma-Informed Care to Drive Advocacy and Arbitration Practice (2026).

**28<sup>th</sup> NW Dispute Resolution Conference:** Co-presenter, Using Trauma-Informed Care to Drive Advocacy and Arbitration Practice (2026).

**AFSCME and SEIU Member Resource Director Meeting:** Co-presenter, Understanding the role that Member Resource Centers play in member sign-up and retention (2019).

**Ohio Employee Assistance Annual Resource Conference:** Panelist, Strategies to Recognize and Intervene with Struggling Employees (2016).

#### **PUBLICATIONS:**

**Measurement and Evaluation in Counseling and Development,** Psychometric Analysis of the College Student Reasons for Living Inventory (1996).

## SCHEDULE OF LABOR ARBITRATION CHARGES FOR PETER J. HANLON

### I. FEE RATE

**My fee rate for labor arbitration is \$ 1500.00 per day. I will apply the fee rate to time spent in pre- or post-hearing matters except scheduling. For fee rate purposes, a day is seven hours.** I will charge a minimum of one day for a hearing. For other purposes, I will apply the fee rate on a pro rata basis.

### II. CANCELLATION

I will charge a cancellation fee equal to 1 day per diem times the number of days reserved for the arbitration for any case cancelled within 3 calendar weeks of the scheduled start of the arbitration hearing. For example, if a case is scheduled to be heard beginning at 9:00 a.m. on a Tuesday, the cancellation fee will be charged if I am notified of the cancellation any time after 9:00 a.m. on the Tuesday 3 weeks prior to the scheduled date. I will not charge a cancellation fee for the first postponement of a case if the case is rescheduled within a reasonable time. However, if the case is not rescheduled within a reasonable time, I will charge the cancellation fee. In addition, I will charge the cancellation if the case is rescheduled and later cancelled regardless of the time between the cancellation and the rescheduled date.

### III. EXPENSES

Transportation:

- (1) I will charge travel in my own car at the IRS rate for business mileage effective on the date of travel **(72.5 cents per mile effective January 1, 2026)**.
- (2) I will charge for other transportation at cost.
- (3) Where air travel is appropriate, I will purchase a non-refundable ticket. In the event of a cancellation or postponement within 3 calendar weeks of the scheduled start of a hearing, I will charge the parties whatever penalty or fee is imposed on me by the airline, hotel or car rental agency. Alternatively, the parties may affirmatively ask me to purchase fully refundable tickets.

I will charge for meals and lodging at cost, except when a government contract requires a different formula.

I will not charge for duplication or first class mailing of the Opinion and Award. I will charge for the cost of expedited delivery other than by email, however.

- IV. I will mail or email an original and one copy of the invoice for fees and expenses incurred with the Opinion and Award.
- V. Those organizations reporting money paid to me to the Internal Revenue Service should show my Federal Employer Identification Number: 33-3378826.
- VI. I will be pleased to answer any questions regarding my fees.

Peter J. Hanlon, Arbitrator

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