

**Email:** [johnrpanico@gmail.com](mailto:johnrpanico@gmail.com) (Preferred Contact Method)

**Present Occupation** Arbitrator | Counselor at Law

**Mailing Address**

P.O. Box 54  
Pendleton, IN 46064

**Additional Addresses**

Las Vegas, NV 89101

(317)796-5266

**PROFESSIONAL STATEMENT**

40+ years labor and employment law experience in public and private sectors. Multi-Disciplinary background as trial attorney, chief labor negotiator, labor relations executive, union organizer and shop steward.

**PROFESSIONAL AFFILIATIONS**

American Arbitration Association  
Indiana State Bar Association

**EDUCATION**

Master of Science Labor & Industrial Relations New York Institute of Technology 1984  
Juris Doctor Law Irvine University School of Law 1981  
Bachelor of Arts Politics, Economics & Society State University of New York at Old Westbury 1977

**CERTIFICATIONS**

Attorney  
Law - Indiana 2008  
Law - Utah 1998  
Law - California 1990

**ARBITRATION/LABOR RELATIONS EXPERIENCE**

Jackson Memorial Hospital - Director Labor Relations , 2011 - 2011  
The University of Chicago - Director of Labor Relations, 2009 - 2010  
New York City Transit - Sr. Director of Collective Bargaining, 2008 - 2010  
City of San Diego Attorney Office - Labor Attorney, 2007 - 2007  
Hospira Inc - Sr. Human Resources & Labor Relations Manager, 2005 - 2006  
World Minerals, Inc. - Director Industrial Relations, 2005  
Eckert Craven, P.C. - Labor & Employment Attorney, 2003 - 2005  
Rexnord Inc - Director Human Resources & Labor Relations, 2001 - 2002  
Magnequench Inc - Director of Labor Relations, 2000 - 2001  
Magnesium Corporation of America - Labor Counsel, 1995 - 2000

**INDUSTRIES**

Advertising, Aerospace, Agriculture, Airlines, Aluminum, Automotive, Bakery, Beverage, Building products, Cement, Chemicals, Clothing, Coal, Communications, Construction, Distillery, Education, Electrical Equipment/Appliances, Electronics, Entertainment/arts, Food manu/proc/service, Foundry, Furniture, Glass/pottery, Health care, Hospital/nursing home, Hotels/motels/casinos/resorts, Iron, Lumber, Machinery, Meat packing, Metal fabrication, Mining, Nuclear energy, Office workers/clerical, Organizations, Packaging, Paint & varnish, Petroleum/petrochemicals, Pharmaceuticals, Plastics,

Plumbing, Police & fire, Printing & publishing, Prison guard, 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

**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

**ARBITRATION ROSTERS**

FMCS Arbitration Roster; American Arbitration Association; California Public Employee Relations Board; Eight Judicial District Court, Las Vegas, NV; Indiana Educational Employment Relations Board; Louisville Kentucky Labor Management Committee; Michigan Employment Relations Commission; Nevada Employment Management Relations Board; New York State Employment Relations Board; Washington Public Employees Relations Board

**PUBLISHED CASES**

Louisville Gas & Electric Company v. International Brotherhood of Electrical Workers, Local 2100 (2023); Ox Industries & United Steelworkers of America, Local 7-1106 (2025).

**RATES/POLICIES**

Per Diem: \$1,600.00

Daily per diem (8 hrs.) \$1,600.00 for hearing, research and preparation of the opinion and award. Arbitrator charges per diem fee any portion of travel day up to eight hours. Fee is pro-rated at \$100.00 per hour.

Arbitrator charges actual cost of travel including airfare, lodging, ground transportation and food.

Automobile mileage charged at current IRS rate. Cancellation/Postponement: (1) day per diem with less than 30 calendar days' notice.