



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	John R. Panico
Current Profession	Attorney, Arbitrator, Mediator
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Website	
Information Updated	January 2021

Experience as an Impartial in Labor Disputes (Number of Cases Handled)

As Grievance Arbitrator	2	As Interest Arbitrator	0
As Mediator	6	As Fact-Finder	2

Employment with Impartial Labor Relations Administrative Agencies

None

Brief Description of Industries and Issues Dealt With

Industries: Mass Transit; Manufacturing; Healthcare; Mining; Food Service; Hospitality; Warehouse and Trucking; Police and Security Guards; Higher Education; Convention & Trade Show; Office & Professional Employees; Municipal Government

Issues: Ability; Absenteeism; Alcohol/Drug Abuse & Testing; Apprentices/Trainees; Arbitrability; Automation; Bargaining Unit Work; Bonuses; Compensation; Demotion; Disability; Discipline & Discharge; Discrimination; Health & Welfare; Hiring; Holidays & Holiday Pay; Incentive Rates & Standards; Insubordination; Interest Arbitration; Job Classification; Job Evaluation; Job Posting & Bidding; Jurisdiction; Layoff, Recall & Bumping Rights; Leaves of Absence; Management Rights; Merit Pay; Other Fringe Benefits; Overtime; Past Practice; Pensions; Performance Appraisals; Personal Conduct; Personnel Records; Premium Pay; Production Standards; Reassignment; Reduction-in-Force; Reporting; Call-In & Call-Back Pay; Safety & Health; Scheduling of Work; Seniority; Sexual Harassment; Sick Leave; Strike & Lockout; Subcontracting; Training; Vacancies; Vacation & Vacation Pay; Wages; Work Stoppages; Work Assignment and Working Conditions.

Other Qualifying Experience

Firm or Organization	<u>Public Health Trust of Miami Dade County Florida</u>	
Position	<u>Director of Labor & Employee Relations & Workforce Compliance</u>	
Impartial/Advocacy?	<u>Advocacy</u>	From / To <u>01/2011 – 12/2011</u>
Firm or Organization	<u>University of Chicago</u>	
Position	<u>Director of Labor Relations</u>	
Impartial/Advocacy?	<u>Advocacy</u>	From / To <u>01/2010 – 12/2010</u>
Firm or Organization	<u>New York City Transit Authority</u>	
Position	<u>Senior Director of Collective Bargaining/Chief Labor Negotiator</u>	
Impartial/Advocacy?	<u>Advocacy</u>	From / To <u>01/2008 – 01/2010</u>

Educational Background

B.A., State University of New York at Old Westbury, Politics, Economics, Society, 1977.
 MSLIR, New York Institute of Technology, Labor & Industrial Relations, 1984.
 J.D., Irvine University School of Law, Law, 1981.

Professional Certifications and Licenses

State of California Bar, 1990.
 State of Utah Bar, 1998.
 State of Indiana Bar, 2003.

Membership in Professional Organizations

Arbitrator/Mediator, American Arbitration Association
 Arbitrator, Michigan Employment Relations Commission
 Arbitrator, New York State Employment Relations Board
 Mediator/Fact-Finder, Indiana Educational Employment Relations Board
 Mediator, Equal Employment Opportunity Commission
 Arbitrator, 8th Judicial District Court (Las Vegas, NV)
 Arbitrator, FINRA
 Indiana State Bar Association
 Utah State Bar Association

Availability and Fees

Availability: • Grievance arbitration, Mediation, Fact-finding.
 • Prepared to conduct virtual hearings

Constraints on Time: None.

Current Fees:	\$1,500 per 8-hour day. A hearing day is any portion of a day up to 8 hours. Travel or hearing time in excess thereof prorated. One day minimum for hearing appearance. Study/writing time is prorated based on a \$1,500 per day per diem.
Cancellation Fees:	A per diem is charged if a scheduled hearing is postponed, changed or cancelled 21 days or less before the scheduled hearing.
Travel/Subsistence Charges:	Per diem fee for any portion of a travel day up to 8 hours. Fee is prorated for over 8 hours for Travel outside of Seattle area. Actual reasonable costs of hotels, meals, airfare, car rental and travel are charged; mileage at IRS rate.
Other Fees Charged:	Postage and copying as incurred