

**Heidi Parker**email: [hbp@heidiparkeradr-law.com](mailto:hbp@heidiparkeradr-law.com)

phone: (321) 300-4293 or (708) 431-5367

Hackman Parker, LLC

401 N. Mills Ave.

Ste. B PMB 1115

Orlando, FL 32803

[www.heidiparkeradr-law.com](http://www.heidiparkeradr-law.com)**Present Occupation****Arbitrator and Mediator****Arbitration and Mediation Rosters**

American Arbitration Association

American Health Law Association

Florida Department of Financial Services

Florida New Motor Vehicle Arbitration Board Member

Labor Relations Connection

Maine Labor Relations Board

Michigan Employment Relations Commission

Nevada Employee-Management Relations Board

Washington Public Employment Relations Commission

**Specialized Training and Certification**

Federal Mediation &amp; Conciliation Service, Becoming A Labor Arbitrator

Qualified Arbitrator, Supreme Court of Florida

Certified Circuit Civil and County Mediator, Supreme Court of Florida

Florida Department of Financial Services Licensed Mediator

**Experience**

Labor & Employment Attorney, Egan, Lev & Siwica, P.A., Orlando, Florida (2018-2023); Asher, Gittler & D'Alba, Ltd., Chicago, Illinois (2011-2017); Staff Attorney and Field Operations, Illinois Fraternal Order of Police Labor Council (2007-2011). Provided representation, advice, and counsel in officer involved critical incident investigations, discipline matters, and traditional labor law

Presented hundreds of cases, including grievance and interest arbitration, mediation, state and federal labor board/commission representation petitions and unfair labor practice charges, and state and federal trial and appellate courts. Negotiated employment and public and private sector labor contracts. Employment discrimination representation pursuant to the Americans with Disabilities Act, Age Discrimination in Employment Act, Discrimination in Education Amendments Act, Civil Rights Act, Education Amendments Act, Equal Pay Act, Fair Labor Standards Act, Family Medical Leave Act, Individuals with Disabilities Education Act

Appeared before the Illinois Department of Labor, Illinois Human Rights Commission, Illinois Labor Relations Board, Municipal Boards of Fire and Police Commissioners and Pension Board (Illinois), Florida Criminal Justice Standards & Training Commission, Florida Commission on Human Relations, Florida Division of

Administrative Hearings, Florida Education Practices Commission, Florida Public Employees Relations Commission, Orange County School Board (Florida), Equal Employment Opportunity Commission (Chicago and Miami), National Labor Relations Board and Regions 12 and 13, U.S. Department of Education, U.S. Department of Homeland Security, U.S. Department of Labor, and U.S. Merit Systems Protection Board

### **Bar Admissions**

Illinois Supreme Court, 2006

United States District Court, Northern District of Illinois, 2007

Florida Supreme Court, 2018

United States District Court, Middle District of Florida, 2018

United States Bankruptcy Court, Middle District of Florida, 2021

United States District Court, Southern District of Florida, 2022

United States District Court, D.C. Circuit, 2022

### **Education**

DePaul University College of Law, Dean's Merit Scholarship, Juris Doctor, 2006

James Madison University, Bachelor of Science, Psychology, 2000

Attended Eastern Mennonite University and Griffith University (Brisbane, AUS), 1996-1999

### **Publications and Speaker Events**

American Bar Association, Section of Labor & Employment Law, Fair Labor Standards Legislation Committee, Family Medical Leave Act Subcommittee co-chair, panel speaker, and co-editor of the FMLA BNA supplement (2013-2017) and contributing author (2018); State and Local Government Bargaining and Employment Law Committee, contributing author to Interest Arbitration report (2021, 2024)

Panel speaker, *The Labor Arbitration Advocates' Views of Unusual, and Not so Unusual, Remedies Imposed by Arbitrators*, National Academy of Arbitrators Annual Meeting (May 2014) and American Arbitration Association webinar (September 2014)

### **Professional Affiliations**

American Bar Association, Labor and Employment Law Section, State and Local Government Bargaining and Employment Law Committee

Labor and Employment Relations Association, Maine Chapter

The Florida Bar, Labor & Employment Law Section

Orange County Bar Association and Legal Aid Society

Florida Statewide Guardian ad Litem Office

## **FEE SCHEDULE**

### **Labor\* Arbitration Hearing and Mediation Conference:**

Flat fee of \$1,500 per day (“Per Diem Rate”)

\*including Grievance Arbitration, Expedited Arbitration, Interest Arbitration, Med-Arb, Fact-Finding, Special Magistrate Hearings

### **Study and Opinion and Award or Findings of Fact and Recommendation:**

\$1,500 for each day, based on 7-hours, prorated

### **Pre- and Post- Conference Matters:**

Per diem rate, based on 7-hours, prorated, will be charged for substantive matters or argument presented by either party. No charge for booking, scheduling, and other routine administrative matters or office expenses.

### **Virtual Arbitration Hearing or Mediation Conference:**

No additional charge

### **Travel Time and Expenses:**

\$1,500 for each day, based on 7-hours, prorated

Actual expenses incurred may include meals, travel to and from hearing location, hotel, flight, and change or cancellation fees. Travel time and expenses may be billed from Orlando, Florida or Portland, Maine.

### **Cancellation Policy:**

Per diem rate will be charged for each day reserved for hearing, if canceled by any party less than fourteen (14) calendar days prior to each date reserved. Days reserved for necessary travel are subject to cancellation fees. Any necessary non-refundable expenses incurred within fourteen calendar days before the hearing or conference date will be charged to the parties.

### **Payment Policy:**

Payment is due promptly upon receipt of invoice. Simple interest of 1.5% per month (18% per annum), will result on unpaid balances after 30 days of receipt of the invoice.