Heidi Parker
(708) 431-5367

Mailing Address:
401 N. Mills Avenue
Suite B #1115
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OCCUPATION: Arbitrator/Mediator

Labor arbitrator, mediator, hearing examiner. Services include education and training, fact finding, and other conciliation services. Accepting private and public sector appointments from American Arbitration Association, Federal Mediation & Conciliation Service Arbitrator Roster, The Labor Relations Connection, Commonwealth of Massachusetts, District of Columbia Public Employee Relations Board, Illinois Labor Relations Board, Maine Labor Relations Board, Michigan Employment Relations Commission, Nevada Employee-Management Relations Board, and Washington Public Employment Relations Commission Dispute Resolution Panel

Florida Supreme Court Qualified Arbitrator, Florida New Motor Vehicle Arbitration Board Member (Office of the Attorney General), Florida Supreme Court Certified Circuit and County Mediator, and Licensed Mediator for the Florida Department of Financial Services, Division of Consumer Services

BILLING PRACTICES: $1,600 per diem for each day spent on substantive pre-hearing issues, hearing, study, and award or recommendation preparation. $1,600 cancellation fee charged if cancelled within fourteen calendar days of the scheduled proceeding.

TRAVEL REIMBURSEMENT: Reasonable travel related expenses will be charged. These may include necessary lodging, transportation, air travel expenses, and meals. Travel expenses incurred from nearest address to hearing site.

IN-PERSON and VIRTUAL HEARINGS: Proceedings may be conducted via online platform by agreement of the parties. Zoom host capability for fully virtual or hybrid at no additional cost.

MANAGEMENT-LABOR RELATIONS EXPERIENCE:
Labor and Employment Attorney (2006-2023). Presented hundreds of cases in labor arbitration and mediation in grievance and impasse proceedings, state and federal labor board proceedings on election and representation issues and unfair labor

practices, and in state and federal trial and appeals courts in Illinois and Florida. Negotiated public and private sector labor contracts. Represented labor organizations, employees, and non-profit and association employers in all manner of labor and employment matters

Issues of contract interpretation, including but not limited to, arbitrability, bargaining history, bargaining unit work, compensatory time and overtime, management rights, past practice, recognition and union security, wages and wage scales, work schedules. Cause analysis in discipline, including but not limited to, absenteeism and attendance, accidents, alleged criminal and certification violations, conduct unbecoming, on- and off-duty, corrective action and progressive discipline, disabilities, discrimination and sexual harassment, retaliation and equal treatment, due process, drug and alcohol testing, first amendment defense, fitness for duty, last chance agreement, performance, work rules

EDUCATION:
James Madison University, Harrisonburg, Virginia, Bachelor of Science, Psychology
DePaul University College of Law, Chicago, Illinois, Juris Doctor

BAR ADMISSIONS: Florida Supreme Court and Illinois Supreme Court; United States District Court of the Northern District of Illinois, D.C. Circuit, Middle and Southern Districts of Florida; and United States Bankruptcy Court for the Middle District of Florida.

PROFESSIONAL ASSOCIATIONS: American Bar Association, Labor and Employment Relations Association Maine Chapter, Orange County Bar Association, Florida Bar Labor & Employment Law Section

PUBLICATIONS AND CONFERENCES:
National Academy of Arbitrators, 78th Annual Meeting and Member Education Conference, presenter, Off-Duty Misconduct in the Public Sector (2025)

American Bar Association, Section of Labor & Employment Law, State and Local Government Bargaining and Employment Law Committee, mid-winter conference, contributing author to Interest Arbitration report (2021, 2024, 2025) and Interest Arbitration and Grievance Arbitration, neutral member on speaker panels (2025); Fair Labor Standards Legislation Committee, Family Medical Leave Act Subcommittee co-chair, panel presenter, and co-editor of the FMLA BNA supplement (2013-2017) and contributing author (2018)

Chicago-Kent College of Law, 40th Annual Illinois Public Sector Labor Relations and Labor Law Conference, neutral panel speaker, Fundamentals of Discipline and Grievance Arbitration (2024)

National Academy of Arbitrators, 67th Annual Meeting and American Arbitration Association webinar panel advocate, The Labor Arbitration Advocates' Views of Unusual, and Not so Unusual, Remedies Imposed by Arbitrators (2014)