JOHN J. WEATHERS

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LABOR & EMPLOYEE RELATIONS | ALTERNATIVE DISPUTE RESOLUTION
ARBITRATION | MEDIATION | FACILITATION | INSTRUCTION

Highly accomplished practitioner with over two decades of experience in labor and employee relations, as a legal advocate for employer and labor union clients negotiating collective bargaining agreements, administering contracts, and resolving disputes and litigation; and also as a third-party neutral providing mediation, facilitation, and process-design services. Known for leveraging an advanced legal and ethical proficiency, strategic negotiation skills, a strong commitment to neutrality and impartiality, and a keen eye for productive processes and practices to successfully navigate complex issues and relationships, to empower and guide parties to agreements and resolution, and to instruct and train diverse groups in contract administration, negotiations, interest-based processes, and conflict resolution.

- Noted for repeated success in ***negotiating*** to completion over seventy (70) collective bargaining agreements as a legal advocate for a public sector employer with tens of thousands of employees and as legal counsel on behalf of a major public sector labor union representing more than ten thousand bargaining unit employees
- Proven track record of effectively representing employer and labor union clients by ***arbitrating*** more than seventy-five (75+) cases and reaching favorable settlement agreements in hundreds of other matters prior to hearing
- Recognized for extensive experience ***mediating*** hundreds of collective bargaining agreements, grievances, and workplace disputes across a variety of industries in the private, public, and federal sectors
- Demonstrated for achievements in designing and ***facilitating*** processes in high-impact, multi-party public policy and negotiated rulemaking matters for governments, agencies, and a variety of stakeholders

PROFESSIONAL EXPERIENCE

WEATHERS ADR — Current
Denver, Colorado
Arbitrator / Mediator

- Provides a suite of comprehensive and contemporary alternative dispute resolutions services, including virtual and in-person arbitration, interest-arbitration, fact-finding, mediation, facilitation, process-design, instruction, and presentation
- ***Arbitration Panels/Rosters***
  - American Arbitration Association (AAA)
  - Federal Mediation and Conciliation Service (FMCS)
  - State of Washington, Public Employment Relations Commission (PERC)
  - Chicago Police Department and FOP Chicago John Dineen Lodge #7
  - Chicago Police Department and Policemen's Benevolent & Protective Association of Illinois Unit 156
  - Cook Country Juvenile Detention Center and AFSCME Council 31
  - Kankakee County Training Center and AFSCME Council 31
  - Cook County Juvenile Detention Center and Teamsters 700

- ***Issues:*** wages, attendance and absenteeism, working hours, assignments, hiring, job posting and bidding, performance, promotion, leave types and usage, health insurance, life insurance, pension, seniority, discipline, off-duty conduct, discharge, discrimination, fitness for duty, grievances, arbitrability, union rights, employee rights, management rights, working conditions, safety, health and welfare, drugs and alcoholism, layoffs, subcontracting, past practice, recognition, duration
- ***Industries/Sectors:*** mass transit, healthcare, food-processing, grocery, higher education, bakeries, event and hospitality, utilities, custodial and maintenance, warehousing, operators, manufacturing, law enforcement, fire, ammunition, correctional, juvenile detention, security, K-12 education, higher education, clerical, dispatching, military, agriculture, road maintenance, local and county government, state government, federal government (HUD, EPA, USPS, DOD, FAA, ED, SSA, DOE, FLRA, NIST, VA, USDA)

UNIVERSITY OF ARIZONA 2024-2025
Tucson, Arizona
Adjunct Professor

- Instructs a virtual course on advanced negotiations for both Master's and JD program students, engaging students through critical and strategic thinking and problem-solving where negotiation techniques meet strategic finesse
- Mentors and enhances students' abilities to understand theoretical frameworks, participate in mock negotiations and simulations, and better recognize and employ their personal negotiation style
- Establishes a dynamic learning environment to drive measurable improvement in students' negotiation skills

FEDERAL MEDIATION AND CONCILIATION SERVICE 2016 – 2024
Springfield, Illinois & Denver, Colorado
Commissioner

- Provided high-quality and current mediation services for employer and labor clients, across sectors, industries, and geographical regions in the negotiation of collective bargaining agreements and the settlement of grievances, impasses, employment matters, and other types of pending litigation
- Guided and supported clients in areas of constructive labor and employee relations, organizational and decision-making effectiveness, collaborative problem-solving, , and relationship-development and skills-building
- Project-managed and facilitated large-scale, high-impact, multi-party public policy and rulemaking negotiation processes:
    - Conducted an assessment, designed a governance structure, and facilitated a high-profile project with the Federal Aviation Administration to analyze and review the national civilian aircraft noise policy for the first time in over 40 years
    - Organized and facilitated multiple negotiated rulemakings for the Department of Education and committees of external stakeholders for Program Integrity and Institutional Quality and Student Loan Debt Relief
    - Developed and led collaborative dialogues for the National Institute of Standards and Technology on agency-wide policies for return to work and telework

ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL 2010 – 2016
Springfield, Illinois
Labor Counsel

- Represented safety and law enforcement employees across Illinois, negotiated collective bargaining agreements, administered contracts, filed grievances, and advocated at arbitration and interest-arbitration
- Offered 24/7 on-call legal support in instances of critical safety and law enforcement incidents with immediate legal consultation, guidance on procedures, and instruction on appropriate response and statements
- Conducted in-depth evaluation of proposed state legislation and offered testimony to legislative committees to address potential implications for safety and law enforcement employees

ILLINOIS DEPARTMENT OF CENTRAL MANAGEMENT SERVICES 2006 – 2010
Springfield, Illinois
Labor Counsel

- Represented State of Illinois agencies and departments, negotiated collective bargaining agreements, administered labor contracts, defended grievances, and advocated at arbitration and before the Illinois Labor Board
- Reviewed and analyzed labor-related legislation to effectively address employer and worker rights
- Performed comprehensive evaluation of all State of Illinois bargaining agreements, and relevant dispute precedents, to ensure fair practice and procedural integrity regarding employee discipline and discharge

OFFICE OF THE ATTORNEY GENERAL 2004 – 2006
Springfield, Illinois
Assistant Attorney General

- Appeared on behalf of the state of Illinois in both federal and state courts for constitutional law actions, predominantly regarding electoral law and prisoner litigation; managed all aspects of legal defense proceedings including discovery, depositions, and briefings
- Managed state-level legal proceedings in pursuit of mandamus orders and filings for writs of certiorari
- Successfully prosecuted seven federal civil rights cases to jury verdicts

SPEAKING ENGAGEMENTS

- Creighton College of Law (Mock Mediation 2023)
- Kent College of Law Public Sector Conference (Panel Discussion 2020, 2021, 2022)
- Fraternal Order of Police National Conference (Presenter 2019)
- LiUNA Midwest Regional Bi-Annual Conference (Presenter 2019)
- NAPO National Conference (Instructor 2019)
- FOP Legal Seminar (Presenter 2019)
- FMCS NLMC (Panel Moderator 2018, 2020)
- Bradley University (Guest Lecturer 2018)
- Blackburn College (Mock Mediation 2017, 2018, 2019)
- University of Illinois at Springfield (Guest Lecturer 2015, 2017, 2018, 2019)

EDUCATION & LICENSURE

ILLINOIS STATE BAR
Member (2001)

CHICAGO-KENT COLLEGE OF LAW, ILLINOIS INSTITUTE OF TECHNOLOGY
Juris Doctor (2001)

UNIVERSITY OF ILLINOIS AT URBANA CHAMPAIGN
Bachelor of Arts in Political Science (Minor in History) (1994)

FEE STRUCTURE

- Per Diem Fee of $2,000.00 per day (up to eight (8) hours) for the following labor and employment matters:
  - Grievance Arbitration
  - Interest Arbitration
  - Fact-Finding
  - Mediation
  - Facilitation
  - Instruction
- Time for preparation, research, and writing is prorated at $250.00 per hour
- No office charge for docketing, copying, or postage
- Travel Per Diem & Expenses:
  - No charge for travel within the greater Denver, Colorado metropolitan area
  - No charge for travel within the greater Springfield, Illinois metropolitan area
  - No charge for travel within the greater Las Vegas, Nevada metropolitan area
  - Travel time outside of the above-listed metropolitan areas is prorated at $250.00 per hour
  - Actual cost of all reasonable and necessary travel expenses, including airfare, hotel, parking, ground transportation, mileage (IRS rate), and meals
- Cancelation & Postponement Fees:
  - Half Per Diem Fee of $1,000.00 for each day of hearing cancelled with thirty (30) days or less notice, along with any non-refundable expenses incurred
  - Per Diem Fee of $2,000.00 for each day of hearing cancelled with fifteen (15) days or less notice, along with any non-refundable expenses incurred
- Billing:
  - All late payments more than thirty (30) days may be subject to $50.00 re-billing fee and every thirty (30) days thereafter.