



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	John R. Panico
Current Profession	Arbitrator, Mediator, Fact-finder
Mailing Address	1916 Pike Place, Suite 12 #362, Seattle, WA 98101
Other Address	9465 Counselors Row, Suite 200, Indianapolis, IN 46240
Telephone	(866) 767-3343
Cell Phone	(317) 796-5266
Email	panicolaw@justice.com
Website	
Information Updated	April 2016

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

As Grievance Arbitrator	0	As Interest Arbitrator	0
As Mediator	4	As Fact-Finder	1

Employment with Impartial Labor Relations Administrative Agencies

None

Brief Description of Industries and Issues Dealt With

Industries: Public sector mass transit (Bus, Rail & Paratransit); Manufacturing; Municipal Government; Long-Term and Acute Health Care; Office & Professional; Convention & Trade Show; Mining; Utilities; Culinary; Food Service, Hotel & Restaurants; Warehouse & Trucking; Retail; Higher Education; Police & Security.

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

Indiana State Bar Association, 2003.
 American Bar Association, 2015.
 Indiana Association of Mediators, 2014.

Availability and Fees

Availability: Grievance arbitration, Fact-finding.

Constraints on Time: None.

Current Fees: \$1,200 per diem for hearing, study time and award writing.
 \$180 per hour after 5pm.

Cancellation Fees: 16–30 days prior to hearing date ½ per diem for each scheduled date.

15 days or less notice: Full per diem for each scheduled date.

Travel/Subsistence Charges: \$90 per hour travel time charged for travel more than 50 miles from business address. Actual travel expenses.

Other Fees Charged: Cancellation fees may apply.