

**RAYMOND E. McALPIN**

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**Occupation:** Arbitrator and Mediator

**Education:** B.A. in Psychology, 1966 - Marquette University  
M.B.A. in Industrial Relations, 1974 - Loyola University

**Professional Memberships:** National Academy of Arbitrators

**Listed Panels:** American Arbitration Association  
Federal Mediation and Conciliation Service  
Wisconsin Employee Relations Commission  
AAA Benefits Claims Panel  
National Mediation Board  
Illinois Educational Board  
Indiana Educational Employee Relations Board

**Experience:** Chairman of the Department of Human Resources at the Keller Graduate School of Management, 1981-1992.

Former Positions: 1966-1981

Director of Employee Relations, Borden Confection; Assistant Director, Corporate Labor Relations, Borden, Inc.; Divisional Manager of Industrial Relations, MSL Industries, Inc.; has acted as chief spokesman in over 200 labor contract negotiations with 20 international unions and was an advocate in numerous arbitrations.

Former Member:

Keller Graduate School of Management faculty (1978-2000); Roosevelt University faculty (1973-1979); and has conducted seminars on such topics as arbitration practice and collective bargaining.

Industries Arbitrated:

Aerospace, advertising, agriculture, aluminum, automotive, bakery, banking, beverage, building products, brewery, broadcasting, canning, cement, chemicals, clothing, coal, communications, construction, dairy, distillery, education, electrical equipment/appliances, electronics, entertainment/arts, feed & fertilizer, food, foundry, furniture, glass/pottery, grain mill, health care, hotels/motels/casinos/resorts, hospital/nursing home, iron, lumber, machinery, maritime, meat packing,

metal fabrication, mining, nuclear energy, office workers/clerical, organization, packaging, paint & varnish, petroleum/petrochemicals, pharmaceuticals, plastics, plumbing, police and fire, printing and publishing, prison guard, pulp and paper... public sector...railroads, real estate, refrigeration/hvac, restaurants, retail stores, rubber/tire, shipbuilding/dry dock, steel, stone/quarry, textiles, tobacco, transportation, trucking and storage, upholstering, utilities (electric, gas, water, waste) warehousing.

Issues Arbitrated:

Affirmative action, absenteeism, arbitrability, bargaining unit work, conduct, demotion, discipline, discrimination, fringe benefits, health/hospitalization, hiring practices, job performance, job posting/bidding, jurisdiction disputes, layoffs/bumping/recall, management rights, official time, past practices, pension and welfare plans, pension claim, promotion retirement, safety/health conditions, seniority, sexual harassment, strikes, lockouts, work stoppages, slowdowns, subcontracting/contracting out, tenure/reappointment, union security, wages, work hours/schedules/assignments, working conditions/work order, violence or threats.

**Fees:** Interest Arbitration: \$1,200 per day  
Mediation: \$200 per hour with a \$1000. minimum  
Cancellation Fee: One day for each day with less than 30 days notice.  
Travel: Actual travel time and expenses.