

**ELIZABETH SIMON**

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**Occupation:** Arbitrator, Mediator, Attorney  
**Education:** J.D., - Loyola University School of Law  
B.A., 1974 - Vassar College

**Professional Memberships:**

American Bar Association  
Association for Conflict Resolution-Chicago (Past President)  
Association of Attorney-Mediators  
Illinois State Bar Association  
International Academy of Dispute Resolution (Board of Directors)  
Labor and Employment Relations Association

**Listed Panels:**

American Arbitration Association (Labor, Employment and Mediation)  
Federal Mediation and Conciliation Service  
Financial Industry Regulatory Authority  
Illinois State Board of Education  
National Mediation Board  
State University Civil Service System

**Permanent Panels:**

Greater Peoria Mass Transit District/American Transit Union

**Experience:** Adjunct Faculty (2006-present): DePaul University School of Law, John Marshall Law School, Loyola University School of Law. Courses taught include: Arbitration, Client Counseling & Negotiation, and Advanced Mediation).

Prior Positions include:

Elmhurst Memorial Hospital, Employment Counsel  
Federal Aviation Administration, Manager, ADR  
FMC Corporation, Labor & Employment Counsel  
City of Chicago, Office of Corporation Counsel, Labor Relations  
Haley, Bader & Potts, Associate

**Issues Arbitrated:** Absenteeism; Assignments and work schedules; Bargaining unit work; Benefits (including bonus, holidays, vacation, leave); Call-in procedures; Conduct (including off-duty); Discrimination; Effect of past practice; Hiring practices; Insubordination; Job classification and determination of qualifications; Management rights; Refusal to perform a dangerous job; Safety of working conditions; Seniority (bidding, bumping, layoff, recall); Performance ratings and unsatisfactory work performance; Procedural and Due Process Issues (arbitrability, notice and reasonableness of rules, adequacy of investigation and other due process concerns and issues); Smoking policies; Subcontracting; Theft; USERRA.

**Industries Arbitrated:** Automotive; Building Products; Chemicals; Communications; Education; Food Manufacturing/Processing/Service; Food Stores; Foundry; Health Care; Local and state government, including education, transit; Machinery; Manufacturing; Nuclear Energy; Office Workers/Clerical; Police and Fire; Public Utilities; Retail Stores; Steel; Transportation.

**Public Sector Experience:** Transportation; Education.

**Fees:** \$1100/day arbitration / \$1200 day mediation. Study/preparation time to be pro-rated based, based on 8-hour day.

Cancellation Fees: One day's fee if canceled less than 14 days prior to hearing.

Travel: No charge within Chicago metropolitan area; actual costs of travel outside Chicago metropolitan area are based on IRS mileage rate and other reasonable expenses incurred. A minimum one-half day per diem will be charged for travel required the day before or day after the hearing.