

**ANN BREEN-GRECO**

**Administrative Law Judge/Hearing Officer**

**Arbitrator and Mediator**

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## **PROFESSIONAL EXPERIENCE**

### **Mediator**

**May 2024** – LA County Human Resources – equity/employment issues

**2020 to 7/2023** – Illinois State Board of Education, Special Education

**2013 to 9/2022 and 1989 to 1999** - Center for Conflict Resolution (court-referred misdemeanors involving neighborhood, family, lawyer's fees, and school conflicts); Illinois Department of Human Rights (discrimination on the basis of gender, age, race, and disabilities).

**2001 to 2013** - Illinois Department of Human Services - Vocational Rehabilitation cases and Early Intervention cases.

### **Administrative Law Judge/Hearing Officer**

**January 2019 - current** – Independent Administrative Judiciary Professional – school residency, discipline, school records

**2016 to December 2018** – Chicago Administrative Hearings Department, municipal issues

**1999 to 2015** - Illinois State Board of Education, Special Education hearings

**1989 to 1998** – Illinois Department of Children and Family Services, child welfare hearings

### **USA Track & Field Hearing Officer**

**1994 to 2000** - Chairperson for panels of doping review hearing officers for the United States of America Track and Field (USAT&F) organization, the governing body for all track and field sports. In these hearings, a determination is made as to whether athletes used banned substances or techniques to enhance their performance in violation of rules and regulations.

## **Arbitrator**

**Industries:** Automotive, Bakery, Building Products, Chemicals, Construction, Education, Electrical Equipment/Appliances, Electronics, Feed & Fertilizer, Financial and Commodity Derivative Exchange, Food, Furniture, Grain Mill, Health Care, Iron, Local Government, Machinery, Metal Fabrication, Office Workers/Clerical, Organizations, Packaging, Petroleum/Petrochemicals, Pharmaceuticals, Plastics, Police and Fire, Printing and Publishing, Pulp and Paper, Railroads, Refrigeration/HVAC, School District, Securities, Sports, Steel, Stone/Quarry, Textile, Transportation, Trucking and Storage, Federal Prison.

**Labor/Employment Issues:** Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Sex, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Promotion, Safety/Health Conditions, Seniority, Sexual Harassment, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

**1989 to present** - Federal Mediation and Conciliation Services (Labor/Management cases)

**1993 to present** - Financial Industry Regulatory Authority (securities related)

**2005 to 2020** - Chicago Mercantile Exchange (financial and commodity derivative exchange)

**2017 to 2021** - Cook County Mandatory Commercial Arbitration

**1992 to 2004** - Cook County Mandatory Arbitration (personal injury and property damage cases)

**2002 to 2007** - National Arbitration Forum

**2001 to 2002** - Chicago Bar Association Matrimonial Fee Dispute Resolution cases

**1997 to 2002** - United States Postal Service-National Postal Mail Handlers Union – (Labor/Management cases)

**1986 to 1988** - Chicago Area Expedited Arbitration Panel for labor cases in the steel industry.

**1987 to 1988** - Better Business Bureau

## **CERTIFICATIONS**

Law - JD      Illinois    1985

Colorado    1998

Mediator      Illinois    1988

Licensed to practice before the United States Supreme Court, Federal District Court of Illinois Northern District Trial Court; Federal District Court of Illinois Northern District Court

## **RECENT PROFESSIONAL DEVELOPMENT**

**10/2023** – Fall National Mediator Training - Technical Assistance for Excellence in Special Education (TAESE)

**05/2023** – IDEA Advanced Mediator Training – Special Education Solutions, with The Center for Appropriate Dispute Resolution in Special Education (CADRE)

## **PROFESSIONAL ASSOCIATIONS**

**American Bar Association: Judicial Division** – Past Chair; current liaison to the ABA Council for Racial and Ethnic Diversity in the Educational Pipeline; past liaison to Commission on Women in the Profession; **Sexual Orientation and Gender Identity Commission** – Commissioner; **Commission on Domestic and Sexual Violence** - Past Commissioner

**National Association of Women Judges (NAWJ)** - Board of Directors; Delegate to ABA House of Delegates; (former) Vice President of Districts; liaison from NAWJ to ABA's Human Trafficking Task Force; past co chair of NAWJ Human Trafficking Committee and current active member

of the Alternative Dispute Resolution Section; current member of Disability Law Section; past chair of the Administrative Law Section

## **Development of Legal Programs/Webinars**

Developed numerous programs for judges and lawyers and participated as a panelist and a moderator on a variety of topics.

### **Outreach Work with Students**

Involved with students in a variety of settings: conducted mock trials and educational sessions on the Constitution in elementary and high schools. With the American Bar Association Judicial Division, involved with law students in a program for opportunities for judicial clerkships; specifically, the Judges work with the students on a case scenario for the U.S Supreme Court; the Judges assume the role of U.S. Supreme Court Justices and guide the students through developing a written opinion on a case that is similar to actual cases heard by the U.S. Supreme Court; review resumes and assist the students in making a connection with other judges, particularly in their home states.

Mentoring students and young people with the National Association of Women Judges, Illinois State Bar Association, and community groups.