

PHILLIP FINKELSTEIN, ARBITRATOR-FACT FINDER-ATTORNEY AT LAW

2480 West Estes Unit 1 Chicago IL 60645 (For BMS cases in Minnesota, travel costs from Chicago to Mpls are not assessed to Parties.)

Email: phillip.finkel@gmail.com Cell/Text 612 239 5672 Available in person or virtually (if Virtual, Zoom preferred)

Labor Relations Experience: 30+ years in Public/Private Sector including Collective Bargaining, Unit Determinations, Unfair Labor Practices, Litigation, Comparable Worth, Veteran's Preference, Grievance/Interest arbitration (advocate in over 150 Arbitrations) on topics including Just Cause, Progressive Discipline, Subjects of Bargaining, Benefits, Insurance, Pension, Management Rights, Seniority, Binding Past Practice, and Contract Interpretation. Also advised on EEOC, FMLA, ADA, ADEA, WARN, Pension Issues.

Types: Education, Police, Fire, Nurses, Healthcare (Private and Public Sector), Manufacturing Clerical, Confidential, Supervisory

Neutral Experience: 20+ years including AAA Panels on Employment Arbitration and AAA Commercial Arbitration, AAA Class Action Settlement Panel of Mediators/Arbitrators (800+Cases), Minnesota No Fault Insurance Arbitration Panel and Hennepin County Small Claims Court Referee. Current Arbitration Panels include: AAA Commercial and Employment Panels, FMCS, FINRA, States of Minnesota, Nevada, Illinois and Montana Labor Panels.

Neutral Labor Cases Decided have included Discipline, Termination, Contractual Interpretation, Management Rights, Binding Past Practice, Pension, Wages, Hours, Benefits, Initial/ Successor Contracts.

Types: Police, Deputies, Fire, Grounds, Manufacturing, Maintenance, Warehouse, Educational, Financial and Supervisory Employees. Experienced in both Private and Public Sector Arbitrations

Employment History:

June 1992-Present Phillip Finkelstein, Arbitrator and Attorney at Law

November 2011-May 2014 Legal Counsel, also November 1988-June 2009 Staff Attorney Minnesota Nurses Association (20,000 members)

May 1983-November 1988 Staff Attorney, Law Enforcement Labor Services (Police Union 3500 members)

Training: FMCS Arbitrator Institute, Hamline University Certified Mediator Training, Law Degree University of Minnesota Law School, Numerous CLES and AAA courses on Arbitration and ADR.

Per Diem Fee: \$1600 per day of in person or virtual hearing and study plus incurred expenses ie mileage at IRS rate, lodging, food and air fare where appropriate. Travel charges not assessed to Parties for travel in Chicago or Minneapolis metro area).

Cancellation Fee: \$1600 per scheduled day of hearing plus expenses if cancelled within 14 days of Hearing. Cancellation Fee not assessed if Hearing rescheduled and heard within 60 days.

Outside Activities: St. Louis Park City Council Member 2004 through 2012, Past AAA Board of Director
Dated: December 15, 2025

