

**JOHN KAVANAGH**  
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After more than 32 years as Senior Labor Counsel with PepsiCo., Inc (and its affiliated companies... hereinafter referred to as “Pepsi”), John Kavanagh retired effective January 1, 2025. On June 1, 2025, Mr. Kavanagh began his full-time practice of arbitration and mediation specializing in labor and employment disputes on a national basis.

During his tenure at Pepsi, Mr. Kavanagh engaged in a nation-wide labor and employment practice. He represented Pepsi in more than 200 labor arbitrations and practiced extensively before that National Labor Relations Board. Mr. Kavanagh also negotiated numerous labor contracts with unions throughout the United States.

As part of his labor/employment practice, Mr. Kavanagh represented Pepsi in numerous mediations. This includes the mediation of negotiated collective bargaining agreements, significant grievances, and high risk discrimination lawsuits.

Immediately upon retiring from Pepsi, Mr. Kavanagh began taking steps to start an arbitration and mediation practice. This includes successfully completing the “Becoming a Labor Arbitrator” (BALA) class sponsored by the Federal Mediation and Conciliation Service. He has also been approved for appointment to the mediation arbitration roster for the Illinois Education Labor Relations Board. Very recently, Mr. Kavanagh was appointed to the Illinois Labor Relations Board Mediation/Arbitration Roster as a Mediator.

Mr. Kavanagh received his J.D. from the Loyola University of Chicago School of Law. Prior to joining Pepsi in 1992, John worked as a labor and employment attorney for the City of Chicago Law Department and was an attorney in the Labor and Employment Department at Pope, Ballard, Shephard and Fowle. He has written published articles on labor and employment issues. He has lectured on labor and employment topics and engaged in training of numerous people related to labor and employment matters.

**Per Diem Fee:**

\$ 1600.00 per diem for Grievance Arbitration, Interest Arbitration, Mediation and Fact-Finding.

**Cancellation/Postponement Fee:**

\$1600 fee for Hearing/Mediation dates cancelled or postponed with less than thirty (30) days’ notice of a scheduled Hearing/Mediation date.

**Travel Expenses:**

Chicago Metropolitan Area: Expenses incurred for Hearings/Mediations within the Greater Chicago Metropolitan Area will not be charged in addition to the above-mentioned per diem fee.

Outside Chicago Metropolitan Area: Actual travel expenses including transportation, meals and lodging will be charged for travel outside the Greater Chicago Metropolitan Area at the rate at which the expenses were incurred.

**Office Expenses:**

Normal Office Expenses: Normal Office Expenses ( e.g. copying costs, postage and telephone charges) will not be charged beyond the above-mentioned per diem fee.

Extraordinary Office Expenses: Extraordinary office expenses ( e.g. overnight mail at the request of the parties ) will be charged to the parties at the rate at which the expenses were incurred.