



Heidi Parker

Arbitrator & Mediator

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OCCUPATION: Arbitrator/Mediator (solo), Hackman Parker, LLC, 2024-present

Labor arbitrator, mediator, hearing examiner; services include education and training, fact finding, and other conciliation services. Accepting private and public sector appointments from American Arbitration Association, The Labor Relations Connection, Commonwealth of Massachusetts, District of Columbia Public Employee Relations Board, Illinois Labor Relations Board, Maine Labor Relations Board, Michigan Employment Relations Commission, Nevada Employee-Management Relations Board, and Washington Public Employment Relations Commission Dispute Resolution Panel

Federal Mediation and Conciliation Service training certificate (roster application pending), Florida Supreme Court Qualified Arbitrator, Florida New Motor Vehicle Arbitration Board Member (Office of the Attorney General), Florida Supreme Court Certified Circuit and County Mediator, and Licensed Mediator pool of the Florida Department of Financial Services, Division of Consumer Services

VIRTUAL CAPABILITY: Hearings or conferences may be conducted via online platform by agreement of the parties. Zoom host capability for fully virtual or hybrid conferences at no cost.

BILLING PRACTICES: \$1,600 per diem for each day spent on substantive pre-hearing issues, hearing or mediation conference, study, or award or recommendation preparation. \$1,600 cancellation fee charged if cancelled within fourteen calendar days of the scheduled proceeding.

TRAVEL REIMBURSEMENT: Reasonable travel related expenses will be charged. These may include necessary lodging, transportation, air travel expenses, and meals. Travel expenses are incurred from Glen Ellyn, Illinois or Kennebunkport, Maine or Orlando, Florida, the nearest location to the hearing site.

MANAGEMENT-LABOR RELATIONS EXPERIENCE: Illinois Educational Labor Relations Board (intern), Attorney at Cook County Shakman Monitor's Office, Illinois Fraternal Order of Police Labor Council, Asher, Gittler & D'Alba, and Egan, Lev & Siwica, 2005-2023

Presented hundreds of cases in labor arbitration and mediation, grievance and impasse issues, state and federal labor board proceedings on election and representation issues and unfair labor practices, and in state and federal trial and appeals courts in Illinois and Florida. Negotiated public and private sector labor contracts. Represented labor organizations, employees, and non-profit and association employers in all manner of labor and employment matters.



Administrative agency practice at Illinois Department of Labor, Illinois Human Rights Commission, Illinois Labor Relations Board, Illinois Municipal Boards of Fire and Police Commissioners and Pension Boards, Florida Criminal Justice Standards & Training Commission, Florida Commission on Human Relations, Florida Division of Administrative Hearings, Florida Education Practices Commission, Florida Public Employees Relations Commission; Orange County (Florida) School Board, Equal Employment Opportunity Commission, National Labor Relations Board, United States Department of Education, Department of Homeland Security, Department of Labor, and Merit Systems Protection Board. Including issues of discrimination in education, employment, or public access arising under the Americans with Disabilities Act, Age Discrimination in Employment Act, Discrimination in Education Amendments Act, Civil Rights Act, Education Amendments Act, Equal Pay Act, Fair Labor Standards Act, Family Medical Leave Act, or Individuals with Disabilities Education Act

Industries, including but not limited to, aerospace, automotive, bakery, beverage, blood and plasma collection, cannabis, car rental, casino, clerical, commissary, construction, convention center, defense production, emergency services (fire, police, communication, corrections, support services), education, entertainment, food production, healthcare and hospital, hospitality, hotel and housekeeping, HVAC, legal, maintenance, spa services, mechanic, nuclear power, nursing, nursing home, packaging, pharmacy, printing, production, restaurant, security, theater and musicians, trade show, trades, transportation, trucking, warehouse

Issues of contract interpretation in impasse mediation, arbitration, and fact-finding, including but not limited to, arbitrability, bargaining history, bargaining unit work, compensatory time and overtime, management rights, past practice, recognition and union security, wages and wage scales, work schedules. Cause analysis in discipline, including but not limited to, absenteeism and attendance, accidents, alleged criminal and certification violations, conduct unbecoming, on- and off-duty, corrective action and progressive discipline, disabilities, discrimination and sexual harassment, retaliation and equal treatment, due process, drug and alcohol testing, first amendment defense, fitness for duty, last chance agreement, performance, work rules

EDUCATION: James Madison University, Harrisonburg, Virginia, Bachelor of Science, Psychology (2000), DePaul University College of Law, Chicago, Illinois, Juris Doctor (2006)

BAR ADMISSIONS: Illinois Supreme Court (2006), United States District Court, Northern District of Illinois (2007), Florida Supreme Court (2018), United States District Court, Middle District of Florida (2018) and Bankruptcy Court (2021), Southern District of Florida and D.C. Circuit (2022).

PROFESSIONAL ASSOCIATIONS: American Bar Association, Labor and Employment Relations Association Maine Chapter, Orange County Bar Association, Florida Bar Labor & Employment Law Section.



PUBLICATIONS AND CONFERENCES:

National Academy of Arbitrators, 78th Annual Meeting and Member Education Conference, scheduled neutral member on speaker panel, *Off-Duty Misconduct in the Public Sector* (2025)

American Bar Association, Section of Labor & Employment Law, State and Local Government Bargaining and Employment Law Committee, mid-winter conference, contributing author to Interest Arbitration report (2021, 2024, 2025) and *Interest Arbitration* and *Grievance Arbitration*, neutral member on speaker panels (2025); Fair Labor Standards Legislation Committee, Family Medical Leave Act Subcommittee co-chair, panel presenter, and co-editor of the FMLA BNA supplement (2013-2017) and contributing author (2018)

Chicago-Kent College of Law, 40th Annual Illinois Public Sector Labor Relations and Labor Law Conference, neutral panel speaker, *Fundamentals of Discipline and Grievance Arbitration* (2024)

National Academy of Arbitrators, 67th Annual Meeting and American Arbitration Association webinar panel advocate, *The Labor Arbitration Advocates' Views of Unusual, and Not so Unusual, Remedies Imposed by Arbitrators* (2014)

