

THOMAS F. SONNEBORN

Arbitrator & Attorney
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Education:

J.D., John Marshall Law School, with honors
B.A., University of Illinois, Urbana-Champaign

Professional Memberships:

National Academy of Arbitrators
Fellow in the College of Labor and Employment Lawyers
American Bar Association, Section on Labor and Employment Law

Panels:

City of Chicago and Fraternal Order of Police Lodge No. 7
Chicago Board of Education and Chicago Teachers Union Tenured Teacher Dismissal Panel
Illinois State Board of Education Tenured Teacher Dismissal Panel
State of Illinois and AFSCME Council 31
Illinois Labor Relations Board Mediation and Arbitration Panel
City of Chicago and Chicago Police Sergeants Association, PBPA
Federal Mediation & Conciliation Service
American Arbitration Association

Experience:

More than 40 years' experience in labor relations, having served as general counsel to various private sector corporations and associations, as well as labor organizations prior to becoming a neutral in 2011. Experience as an arbitrator, mediator, director of an in-house legal staff, private labor practice, adjunct professor of collective bargaining, and prosecutor. Frequent speaker on arbitration.

Per Diem Rate:

\$1,200 per day for mediation, grievance, and interest arbitrations (\$1,500 for new cases opened after January 1, 2024). One day's fee will be charged for any hearing dates cancelled or postponed with less than 30 days' notice prior to hearing date. No charge for travel within Illinois. Expenses of travel outside Illinois based on actual expenses incurred with prior knowledge of parties.

Publications:

"Police and Fire Interest Arbitration in Illinois," Chicago-Kent College of Law, Institute for Law and the Workplace and the University of Illinois School of Labor and Employment Relations, Illinois Public Employee Labor Relations Report, Vol. 7, No. 2 (1990).

"Conducting Independent Research: Should an Arbitrator Look Beyond the Record?" Chicago-Kent College of Law, Institute for Law and the Workplace and the University of Illinois School of Labor and Employment Relations, Illinois Public Employee Labor Relations Report, Vol. 32, No. 4 (2015).