

Carol J. Tidwell, J.D.
Arbitrator and Mediator

1772 Briarheath Drive
Aurora, IL 60505
Email – caroljtidwell@gmail.com
Cell – 608.449.5265

Professional Affiliations –

Federal Mediation and Conciliation Service arbitrator roster
Minnesota Bureau of Mediation Services arbitrator roster, 2012-2017
LERA Chicago
American Bar Association
Wisconsin State Bar Association

Education –

State University of New York at New Paltz, New York, B.A. with honors, History
William Mitchell College of Law, St. Paul, Minnesota, J.D. with honors

Licenses –

Admitted to practice in Minnesota in 1979, license currently inactive
Admitted to practice in Wisconsin in 1991, license currently inactive

Experience –

Labor Arbitrator, January, 2010 - present
Mediator, FMCS, Minneapolis, 1996-2009
Member and Chair, FMCS Arbitrator Review Board, 1998-2009
Associate General Counsel, Allina Health System, Minneapolis, 1985-1996
General Counsel, Ministers Life Insurance Company, Minneapolis, 1980-1985

Industries –

Agriculture, Airlines, Automotive, Bakery, Banking, Beverage, Brewery,
Broadcasting, Canning, Cement, Chemicals, Construction, Education, Electrical
Equipment/Appliances, Electronics, Entertainment/arts, hotels, motels, resorts,
Food manufacturing, Foundry, Furniture, Grain mill, Health care, Hospital and
nursing home, Hotels/motels/resorts, Machinery, Manufacturing, Meat Packing,
Metal fabrication, Mining, Office workers/clerical, Organizations, Packaging,
Paint and Varnish, Petroleum/petrochemicals, Pharmaceuticals, Plastics,
Plumbing, Police and firefighters, Printing and publishing, Prison guard, Public
sector grievance, Public sector interest, Pulp and paper, Refrigeration/HVAC,
Restaurants, Retail stores, Rubber/tire, Stone/quarry, Symphony orchestra,
Transportation, Trucking and storage, Utilities, Warehousing

Issues –

Absenteeism, Affirmative action, Age, Arbitrability, Bargaining unit work, Bonus benefit, Conduct (off-duty/personal), Cost-of-living pay, Demotion, Disability, Discipline/discharge and non-discharge, Discrimination, Drug/alcohol offenses, Fringe benefits, Gender, Grievance mediation, Health/hospitalization, Hiring practices, Holiday pay, Holidays, Incentive pay, Insurance, Job classification and rates, Job performance, Job posting/bidding, Jurisdictional dispute, Layoffs/bumping/recall, Leave, Management rights, Merit pay, National origin, Official time, Overtime pay, Past practices, Pension and welfare plans, Pension claim, Promotion, Race, Religion, Retirement, Safety/health conditions, Seniority, Severance pay, Sexual harassment, Strikes/lockouts/work stoppages/slowdowns, Subcontracting, Union security, Vacation, Vacation pay, Violence/threats, Wages, Work house/schedules/assignments, Working conditions/work orders

Permanent Panel –

University of Cincinnati Medical Center and Ohio Nurses Association

Virtual Hearings –

I have heard many cases virtually since 2020, and have developed general guidelines for these hearings which I and the parties tailor to the case and issue

Selected Published Cases –

128 LA 1324; 129 LA 1335; 130 LA 211; 130 LA 1033; 131 LA 611; 132 LA 574; 118 LRP 8929 (federal case).

Cases on Minnesota BMS website: 228672-20160905-Litchfield.pdf; 228647-20170602-SaukRapids.pdf; 228644-20170808-MCTO.pdf; 242027-15PA0106-Rochester.pdf

Fees and Charges –

Per diem fee for all full/partial hearing/grievance mediation days –

\$1400. Research, preparation, and study time will be prorated at \$175/hour

Travel time and Expenses –

All necessary travel time each day outside of a hearing/grievance mediation day is charged at one-half per diem. Actual and necessary travel expenses such as lodging and meals are charged in addition to mileage at the current IRS rate.

Docketing fee –

None

Cancellation/Postponement fees –

The per diem fee is charged for all postponed or cancelled hearing/grievance meeting dates unless I receive more than 28 full days prior notice, however, if I receive notice of cancellation or postponement less than 72 hours prior to the start of the hearing/grievance meeting the fee will be two times the per diem.

Notice of cancellation and postponement may be by email, telephone, or US mail.

Any travel time and travel expenses incurred prior to receiving notice of cancellation or postponement will also be charged.