

ANDREW J. ZIAJA

Email: andrew@ziajaadr.com

2045 W. Grand Ave. Ste B, PMB 915339
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Tel: 510.423.3227

Ziaja ADR LLC

Arbitrator | October 2024 – Present | Baltimore, MD

Experienced litigator, former public servant, and law professor with expertise in labor and employment and ERISA disputes • Based in Baltimore, MD with addresses in California, Illinois, and Michigan.

INDUSTRIES

Automotive, construction, defense contracting, government contracting, healthcare, higher education, hospitality, K-12 education, local government, logistics, national security, public safety, research, school districts, shipping, transportation, warehousing, skilled trades, state government, utilities.

ISSUES

Absenteeism, access rights, arbitrability, benefits contributions, benefits eligibility, bumping rights, classification issues, contract coverage, contract interpretation, discharge, discipline, discovery, discrimination, drugs/alcohol, harassment, health plans, hours of work, jurisdictional disputes, layoffs, lockouts, management rights, medical necessity, medical plans, medical provider eligibility, meal and rest breaks, overtime, pensions, plan coverage, prevailing wage, promotions, retaliation, retirement plans, requests for information, scheduling, seniority, strikes, subcontracting, wages, waiver, welfare plans, withdrawal liability.

FEES & POLICIES

Per Diem (Hearing and Study): \$1,750 (California: \$2,000) • Cancellation (15 Days): \$1,750 (California: \$2,000) • Travel: \$220/hour (California: \$250/hour), expenses as incurred, mileage at IRS rate • California travel calculated from Las Vegas, NV, except as provided under PERB or SMCS rules • No travel charged for hearings within regions of Washington, D.C., Baltimore, MD, Chicago, IL, and Detroit, MI • Remote hearings (e.g. Zoom, Cisco Webex) as agreed by parties.

ACADEMIC EXPERIENCE

Chicago-Kent College of Law, Illinois Institute of Technology | Chicago, IL

Interim Director, Martin H. Malin Institute for Law and the Workplace | August 2024–Present

Visiting Associate Professor | August 2024–Present

Courses taught include Labor Law and Employment Relations.

University of Baltimore School of Law | Baltimore, MD

Assistant Professor of Law | August 2023–Present

Adjunct Professor of Law | January 2023–June 2023

Courses taught include Administrative Law, Labor Law, Employment Law, and Contracts.

University of Arizona – School of Government & Public Policy | Tucson, AZ

Lecturer & Adjunct Faculty Member | January 2013–May 2014

Courses taught included Constitutional Law, Judicial Process, and Global Administrative Law.

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SELECTED PROFESSIONAL EXPERIENCE

National Labor Relations Board

General Attorney (Labor) | November 2021–June 2023 | Washington, D.C.

Served in the Division of Legal Counsel, representing the NLRB in relation to litigation in the United States Supreme Court, Courts of Appeals, District Courts, and Bankruptcy Courts.

Leonard Carder LLP

Of Counsel | July 2020–October 2021 | San Francisco & Oakland, CA

Partner | January 2020–July 2020

Associate | July 2014–December 2019

Project Attorney | July 2013–July 2014

Represented labor unions and employee benefit plans at 90-year-old workers' rights law firm • Super Lawyers Rising Stars, Northern California, 2017-2021.

United States Dep't of Labor, Office of Admin. Law Judges – Hon. Russell D. Pulver

Attorney-Advisor | September 2008–August 2010 | San Francisco, CA

Drafted decisions resolving federal employment law disputes, including whistleblower, defense base and longshore workers' compensation, affirmative action compliance, and guest-worker visa cases.

United States District Court, N.D. of California – Pro Se Department

Judicial Extern | Spring 2007 | San Francisco, CA

Drafted opinions deciding prisoners' *habeas corpus* petitions and motions in civil rights suits.

United States District Court, E.D. of Michigan – Hon. John Corbett O'Meara

Judicial Extern | Summer 2006 | Ann Arbor, MI

Drafted Sixth Circuit appellate opinion, appellate bench memoranda, and a variety of trial level orders.

EDUCATION

Sciences Po (Paris Institute of Political Studies)

M.P.A. 2012 (*magna cum laude*)

Fieldwork on urban development policy and land rights in Accra, Ghana • Two-year predecessor program to the current two-year M.P.P. and one-year M.P.A. programs.

University of California College of the Law, San Francisco

J.D. 2008

Managing Editor, *UC Law Constitutional Quarterly* • Student government.

University of California, Berkeley

History Department Graduate Fellowship, 2004-2005 • Visiting law student, Spring 2008.

University of Michigan, Ann Arbor

B.A. 2003, History (distinction & honors)

University Honors (Dean's List) • Phi Alpha Theta, History Honors Society.

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PROFESSIONAL ASSOCIATIONS

American Arbitration Association (Labor, ERISA) • American Bar Association • Association of American Law Schools • Labor and Employment Relations Association • The Labor Relations Connection • Federal Mediation and Conciliation Service Institute Course, Becoming A Labor Arbitrator, January 2025.

BAR MEMBERSHIPS

State Bar of California No. 262283

California (2009) • All Four U.S. District Courts in California (2014) • U.S. Court of Appeals for the Ninth Circuit (2014) • U.S. Supreme Court (2022).

ADDITIONAL

Languages: English • French • Some proficiency and interest in several others

Citizenship: United States of America • Italian Republic