

# ANDREW J. ZIAJA

Email: [andrew@ziajaadr.com](mailto:andrew@ziajaadr.com)

2045 W. Grand Ave. Ste B, PMB 915339  
Chicago, IL 60612-1577

Tel: 510.423.3227

## Ziaja ADR LLC

*Arbitrator & Mediator* | October 2024 – Present | Baltimore, MD

Former litigator, former public servant, and current law professor with expertise in labor and employment and ERISA disputes • Serving in grievance arbitrations, interest arbitrations, fact-finding proceedings, and mediations • Based in Baltimore, MD with addresses in 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

Labor Fees (Hearing and Study): \$1,750 per diem (California: \$2,000) • Labor Travel: \$220/hour (California: \$250/hour), expenses as incurred, mileage at IRS rate • ERISA, Employment, and Other Fees (Hearing, Study, and Travel): \$500/hour (California: \$600/hour), expenses as incurred, mileage at IRS rate • Hearing Cancellation (within 30 days): \$1,750/day (California: \$2,000/day) • 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 as agreed by parties.

## ACADEMIC EXPERIENCE

### 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.

### 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

Courses taught included Labor Law and Employment Relations.

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

*Lecturer* | 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 Office of the General Counsel, 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**

*Partner (highest title)* | July 2013–October 2021 | San Francisco & Oakland, CA

Represented labor unions and employee benefit plans at 90-year-old workers' rights law firm • Super Lawyers Rising Stars, Northern California, 2017-2021 • Started as Project Attorney, becoming Associate, Partner, and Of Counsel.

### **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.

### **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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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