

Steven M. Bierig
Attorney – Arbitrator – Mediator
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RELEVANT EXPERIENCE

Arbitrator and Mediator **July 1998 -**

Serves full time as a neutral in the practice of arbitration and mediation specializing in labor and employment disputes. Conducts all forms of Alternative Dispute Resolution (ADR) including, but not limited to, grievance arbitration, interest arbitration, employment arbitration, labor and employment mediation, facilitation, and fact-finding on a national basis. Member of the National Academy of Arbitrators and Fellow in the College of Labor and Employment Lawyers.

Associate Attorney **Katten Muchin & Zavis**
Chicago, Illinois
April 1994 – June 1998

Prepared and presented arbitration cases. Prepared and presented cases before the National Labor Relations Board, the Illinois Local Labor Relations Board, the Illinois Department of Human Rights, and the Equal Employment Opportunity Commission. Prepared and participated in collective bargaining negotiations (first chair). Counseled clients regarding conformance with collective bargaining agreements, and with state and federal labor and employment laws. Prepared and participated in labor relations training. Completed special projects.

Sr. Attorney Supervisor **City of Chicago - Corporation Counsel's Office**
Labor Division
February 1987 - April 1994

Supervised a staff of 5-8 attorneys. Advised City Departments regarding conformance with collective bargaining agreements. Prepared and participated in collective bargaining negotiations. Selected arbitrators for hearings. Prepared and presented arbitration cases with both sworn and non-sworn union employees. Prepared and presented unfair labor practice and representation cases at the Illinois Local Labor Relations Board. Counseled City Departments on conformance with Collective Bargaining Agreements as well as State and Federal Laws.

ADMITTED TO PRACTICE

Illinois Supreme Court November, 1984

U.S. District Court
Northern District of Illinois
General Bar December, 1984

U.S. Court of Appeals

7th Circuit October, 1986

U.S. District Court
Northern District of Illinois
Trial Bar (inactive) August, 1997

PUBLICATIONS

Author: "Discipline For Off-Duty Conduct:
Can (And If So, When Should) Big Brother Watch?"
Illinois Public Employee Relations Report
Summer 1996 Vol. 13, No. 3

Chapter Co-author: "Public Employees"
The Labor Law Handbook – 1996, 1999, 2001, 2006, 2010
Illinois Institute for Continuing Legal Education

Chapter Contributor: "Off-Duty Conduct"
Discipline and Discharge In Arbitration 1998
Chapter Editor: "Off-Duty Conduct"
1st Supplement to same September 2001
ABA - Section of Labor and Employment Law: Committee on ADR in
Labor and Employment Law
BNA

Contributor: *Sexual Harassment in Employment Law*
Lindemann & Kadue
1998 Supplement
BNA

Author: "Sexual Harassment: A Summary of Recent Arbitration Cases"
ADR in Labor & Employment Law Committee Newsletter
Fall 1998 Vol. 5, No. 1

Chapter Editor/Author: *How Arbitration Works* 5th Ed.
(Goggins & Volz, Editors)
1999 Supplement
BNA

Author: "An Arbitrator's Perspective on Writing"
Chicago Bar Record
January 2000 Vol. 14, No. 1

Chapter Author: "Discipline for Off-Duty Conduct"
Preventing and Managing Workplace Violence
ABA Section of State and Local Government Law 2008

SPEAKING ENGAGEMENTS

Arbitrator Bierig regularly speaks on topics of Labor and Employment Law

TEACHING

Adjunct Professor of Law
Institute for Law and the Workplace
IIT/Chicago Kent College of Law
Courses Taught : Advanced Research in Labor and Employment
Employment Litigation
1997-2001

Instructor – University of Wisconsin-Milwaukee
Department of Business and Management
Courses Taught: Labor Relations in the Private Sector
Labor Relations in the Public Sector
2001-

Adjunct Professor of Law
University of Illinois School of Law
Courses Taught: Arbitration
Legal Skills III
Coached Law Student Teams in ABA Competitions : Labor and Employment
Arbitration
2017-

CERTIFICATIONS & PANELS

City of Chicago/Fraternal Order of Police Chicago Lodge #7 1998-
Cook County Circuit Court Arbitrator 1998- 2007
United States Postal Service Redress Mediation Program 1999-2000
Equal Employment Opportunity Commission (Mediator) 1999-2009
Center for Employment Dispute Resolution 1999-
Nat'l Mediation Board (Nat'l Railroad Adjustment Board) 1999-
Federal Mediation and Conciliation Service 1999-
American Arbitration Association Labor Panel 2000-
National Employment Mediation Services 2000-
Illinois State, Local and Educational Labor Relations Boards 2000-
United States Postal Service/Nat'l Assoc. of Letter Carriers 2000-2018
United States Postal Service/American Postal Workers Union 2000-2010
National Association of Securities Dealers (NASD - now FINRA) 2000-
City of Chicago/PBPA Unit 156: Sgts., Lts., Captains 2000-
United States Postal Service/Nat'l Postal Mail Handlers Union 2001-2007
Illinois Department of Labor Illinois Arbitration Services 2002-
Joint Conference Board – Arbitrator of Jurisdictional Disputes 2002-
Burnham Park Project Labor Agreement Jurisdictional Panel 2002-

ADR Systems of America (Arbitrator and Mediator) 2004-
 Hearing Officer – Chicago Park District 2004-
 Chicago Board of Education/Chicago Teachers Union 2004-
 National Arbitration Forum 2004-
 Circuit Court of Cook County Major Case Court Annexed Mediation Program 2004-
 Federal Aviation Administration/National Air Traffic Controllers Association Panel 2005-
 Chicago Transit Authority/Amalgamated Transit Union Panel 2005-
 NTEU/Internal Revenue Service 2005-2010
 Expedited Arbitration Panel – Brotherhood of Railway Carmen and Union Pacific Railroad 2006-
 Illinois State Board of Education Teacher Dismissal Hearing Officer Panel 2006-
 CNH America/UAW 2007-
 Metropolitan Water Reclamation District of Greater Chicago/NC FO Local No. 7 2007-
 Expedited Arbitration Panel – Canadian Pacific Railroad/United Transportation Union 2008-
 Neutrality Arbitrator – Blackstone Hotel/UNITE HERE Local 1 2008
 Association of Flight Attendants/United Air Lines 2009-
 Neutrality Arbitrator – SEIU Healthcare and Illinois Association of Health Care Facilities 2010-
 FAA/NATCA Southern Region Arbitration Panel 2010-
 FAA/NATCA Southern Region Pre-Arbitration Review Panel 2010
 State of Illinois CMS and AFSCME Regular Arbitration Panel 2011-
 National Elevator Bargaining Association/International Union of Elevator Constructors Substance Abuse Arbitration Panel 2012-
 Metropolitan Water Reclamation District of Greater Chicago and IBT Local 700 2013-
 State of Illinois CMS and AFSCME Expedited Arbitration Panel 2014-
 American Arbitration Association Employment Panel 2014-
 Chicago Public Schools/Chicago Teachers Union Fact Finder 2016, 2019
 Defense Finance and Accounting Services and AFGE Locals 3283 and 1148 2017-
 Hearing Officer for Cook County and the Cook County Recorder of Deeds regarding Unlawful Political Discrimination and Retaliation based upon *Shakman v. Cook County* No. 69 C 2145 2017 –
 United Airlines and International Brotherhood of Teamsters Board of Arbitration 2017 –
 IAM Local 701 and Chicago New Car Dealer Assoc. – Standard Automotive Panel 2018 –
 Illinois State Board of Education – Hearing Officer - State Educator Preparation and Licensure Board 2018-
 National Treasury Employees Union and U.S. Customs and Border Protection 2019-
 NATCA-FAA Great Lakes Region Pre-Arbitration Review (PAR) Panel 2020-
 United Airlines and Air Lines Pilot Association – System Board of Adjustment 2020-

PROFESSIONAL ORGANIZATIONS/HONORS

Chicago Bar Association – 1985-
 Committee of Labor and Employment Law 1987-
 Labor and Employment Relations Association – 1998 -
 President Chicago Chapter 2000-2002
 Board Member 2003-2005
 American Bar Association – 1985 -
 Member of the Section of Labor and Employment Law:
 Committee on ADR in Labor and Employment Law

Neutral Co-Chair Newsletter 2002-2005

National Academy of Arbitrators 2004-

National Association of Railroad Referees – 2000-
Vice President 2007-

AV Rating by Martindale-Hubbell 2007-

Fellow – College of Labor and Employment Lawyers 2011-

VIDEO HEARINGS

Able to conduct video hearings viva various video platforms, including, but not limited to Zoom, Webex, Skype.

EDUCATION

Law School	IIT/Chicago Kent College of Law 1982-1984 J.D. With High Honors 6/84 Dean's List Lawrence Doppelt Academic Scholarship Legal Writing Teaching Assistantship 1983-1984 1981-1982 University of Wisconsin School of Law Dean's List Research Assistant
Graduate	University of Illinois at Urbana-Champaign Graduate School of Library and Information Science M.S. 8/79 Graduate Assistantship Member - Beta Phi Mu (Library Science Honor Society)
Undergrad.	University of Illinois at Urbana-Champaign B.A. - History 5/78 Dean's List Member - Phi Alpha Theta (History Honor Society) Student Government

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**SCHEDULE OF FEES AND EXPENSES
EFFECTIVE JANUARY 1, 2020**

Per Diem Fee:

\$1700.00 per diem for Grievance Arbitration, Interest Arbitration, Mediation and Fact-Finding.

Cancellation/Postponement Fee:

\$1700.00 fee for Hearing dates cancelled or postponed with less than thirty (30) days' notice of a scheduled Hearing date.

Travel Expenses:

Chicago Metropolitan Area: Expenses incurred for Hearings within the Greater Chicago Metropolitan Area will not be charged in addition to the above-mentioned per diem fee.

Outside Chicago Metropolitan Area: Reasonable travel expenses including transportation, meals and lodging will be charged for travel outside the Greater Chicago Metropolitan Area at the rate at which the expenses were incurred.

Office Expenses:

Normal Office Expenses: Normal office expenses (e.g. copying costs, postage and telephone charges) will not be charged beyond the above-mentioned per diem fee.

Extraordinary Office Expenses: Extraordinary office expenses (e.g. overnight mail at the request of the parties) will be charged to the parties at the rate at which the expenses were incurred.