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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators	American Arbitration Association
American Bar Association	Chicago Bar Association
Industrial Research Relations Association	Fellow, College of Labor and Employment Lawyers
Federal Mediation and Conciliation Service	

EDUCATION:

J.D. Law	Loyola University 1959
B.A. Labor Economics	University of Illinois 1954

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1967 To Present. Arbitrator. Have arbitrated more than 4000 cases in a variety of industries. Taught Labor Relations more than 20 years. Adjunct Faculty Member Kent Law School **1979**, Collective Bargaining Course; Lake Forest Graduate School of Management **1980 to 2001** teaching Management of Human Resource Courses including Arbitration, Negotiation and Labor Contract Administration. Service on a number of public and private Expedited Arbitration Panels presently and over the years as Mediator and Fact Finder. Referee, National Railroad Adjustment Board, **1984 – 1988**. Partner in Law Firm from **1967 through 1990**, previously House Counsel, International Harvester Company **1963 through 1967**. Trial Attorney, National Labor Relations Board **1960 through 1963**. Assistant States Attorney in Illinois, **1959 to 1960**, preceded by teaching English as a second language in the Chicago Public Schools, **1957 through 1959**.

INDUSTRIES:

Airlines, aerospace, agriculture, aluminum, automotive, brewing, baking, banking, bus and rail transit, beverage, broadcasting, newspaper publishing, chemicals, clothing, coal, telecommunications, dairy, education/college and K-12, electrical equipment manufacturing, metals manufacturing and fabrication, furniture, glass, grain milling, mining, hospitals/nursing homes, iron, lumber, machinery, shipping/dock and ship, nuclear energy, office workers/clerical, technical and professional, paint, metal fabrication, petroleum, pharmaceuticals, plastics, plumbing, police and fire departments, highway and building construction, State and Federal Agencies, meat packing, construction, transportation/rail/ trucking, retail sales, warehousing and distribution.

ISSUES:

Absenteeism, Arbitrability: Bargaining Unit Work; Conduct (Off Duty)/Personal; Demotion; Discipline (Non discharge); Discipline (Discharge); Religion Discrimination; National Origin Discrimination; Drug/Alcohol Offenses; Bonus; Holidays; Insurance; Leaves; Vacation; Grievance Mediation; Health/Hospitalization; Hiring Practices; Job Performance; Job Posting/Bidding; Jurisdictional Dispute; Layoff/Bumping/Recall; Management Rights; Official Time; Past Practices: Pension and Welfare Plans; Pension Claim (Federal Stature); Promotion; Retirement; Safety/Health Conditions; Seniority; Sexual Harassment; Strikes; Slowdowns; Lockouts; Work Stoppages; Subcontracting/Contracting Out; Tenure/ Reappointment; Union

Security; Cost of Living Pay; Holiday Pay; Incentive Pay; Job Classification. Piece Work, Time Study; Plant Removal; Work Place Violence; Incentive Systems; Job and Performance Evaluations.

PERMANENT PANELS:

Listed on various Local and State Government Labor Arbitration Panels including State of Iowa, State of Illinois, Cook County, City of Chicago, Chicago Transit Authority, Chicago Public Schools, Illinois Public Employee Mediation/Arbitration Roster for Interest and Grievance Arbitration as well as a variety of Private Industry Management/Labor panels in Building Trades, Steel, Retail Sales and Metal Working Industries.

ARBITRATION ROSTERS:

FMCS AND AAA Labor Arbitrator Panels and service on several management/labor permanent panels States of Iowa and Illinois Public Employment Relations Board Panel

PUBLISHED CASES:

67 LA 1150 (1967); 68 LA 962; 69 LA 822 (1969); 72 LA 376(1972); 74 LA 348 (1974; 77-2 ARB 8318(1977); 78-1 ARB 8179(1978); 80-2 ARB 8550(1980); 81 LA 1009(1983); 82 LA 1299(1984); 85-2 ARB 8334; 86-2 ARB 8417 1986); 87-1 ARB 8030 (1987); 88-2 ARB 8547 (1988); 90 ARB -1 8234 (1990); 92-1 ARB 8283; 108 LA 7 (1996); 102 LA 197(1993); 111 LA 145 (1998); 114 LA 389 ((1999); 114 LA 29 (2000). Cases after 2000 no longer sent in for publication .

SIGNIFICANT PUBLICATIONS:

The Changing Guards (Labor Law Journal 1964)

The Cadillac Doctrine (Labor Law Journal 1966)

FEES:

PER DIEM and CANCELLATION FEES

Grievance Arbitration. Arbitrator's fee is \$900.00 per day covering docketing, scheduling hearing date, research, preparation and transmittal of Award for any portion of a day up to 8 hours. Time for review of Transcript, research, preparation and transmittal of Opinion and Award is pro rated. Typical Arbitrator Fees for a Grievance Arbitration total \$3000.00 in addition to Travel Expenses. Such fees and expenses are divided between Parties according to provisions of the Labor Contract. Should a Scheduled Hearing be postponed or canceled less than fourteen calendar days before the set Hearing date, a cancellation fee of \$500.00 is charged if another matter cannot be scheduled. In the event the notice of cancellation or postponement is received after the fourth calendar day before the scheduled date of the Hearing, the cancellation fee is \$1000.

Interest Arbitration, Mediation and Fact Finding. In these matters the Arbitrator's fee is \$1000 per day for up to 8 hours. Subsequent preparation and research time in preparation of Award is billed per diem rate.

Travel Expenses include cost of airfare, car rental, meals and lodging with personal auto mileage charged at the applicable IRS expense rate. For a Hearing requiring an overnight trip, a half-day Per Diem is charged. There are no docketing, copying, telephone, clerical assistance or office related expense charges.