

JULES I. CRYSTAL

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Occupation: Arbitrator, Mediator and Hearing Officer

Education: B.A. University of Michigan, 1968
J.D., University of Michigan Law School, 1971

Panel Memberships: American Arbitration Association
Federal Mediation and Conciliation Service
Illinois Department of Labor
Illinois Educational Labor Relations Board
Illinois Labor Relations Board
Illinois State Board of Education
National Mediation Board
State Universities Civil Service System
Financial Industry Regulatory Authority

Professional Memberships: American Bar Association (Sections on Labor and Employment Law;
Committees on Alternative Dispute Resolution, State & Local
Government Bargaining, Development of the Law Under and
Practice and Procedure Under the National Labor Relations Act)
Chicago Bar Association (Section on Labor and Employment Law)
LERA (Labor and Employment Relations Association)
Association of Attorney-Mediators

Experience: Labor Arbitrator and Mediator (full-time): 2010 - Present
Labor Arbitrator and Mediator (part-time): 2007-2010
Private Labor and Employment Law Practice: 1975 - 2010
National Labor Relations Board (Trial Attorney): 1971-1975

Disputes heard as an arbitrator have been in the public and private sectors, including local and state government entities, educational institutions, police and health care. Issues addressed have included those pertaining to discipline and discharge, promotion and demotion, management rights, seniority, subcontracting, overtime, out-of-classification pay, work assignments, job classification, job consolidation and staffing requirements. Have also served as an arbitrator in interest arbitration matters and as a mediator in both the public and the private sectors.

Law practice encompassed all facets of labor and employment law. Prior work with the National Labor Relations Board involved application and enforcement of the National Labor Relations Act, including investigating unfair labor practice charges, trying unfair labor practice cases, and serving as hearing officer in union representation matters and

jurisdictional disputes. Additional work performed in the Board's Division of Advice, Appeals, Enforcement Litigation and Representation in Washington, D.C.

**Teaching and
Recognition:**

Adjunct Faculty (2006-present): Northwestern University Law School, DePaul University Law School and Chicago-Kent College of Law. Courses taught include: *Labor Law*; *The Collective Bargaining Process*; *Labor and Employment Considerations Impacting the Start-up and Evolution of a Privately-Owned Company*; *Privacy in the Workplace*.

The College of Labor & Employment Lawyers - Fellow (2007- present)
Illinois Super Lawyers (2007-present) ("Alternative Dispute Resolution")
Illinois Best Lawyers® (2007-present) ("Alternative Dispute Resolution")

Fees: Arbitration/Interest Arbitration: \$1000/\$1250 per day
Mediation: \$300.00 per hour (four-hour minimum)
Cancellation Fees and Policy: If a hearing is cancelled or postponed for any reason, a full per diem will be charged if notice of the cancellation or postponement is received 14 or fewer days prior to the scheduled hearing date; a one-half per diem fee will be charged if notice is received fewer than 30 but more than 14 days prior to the hearing date. Time spent on study/preparation to be prorated based on an 8 hour day.
Travel: A minimum of one-half per diem charged if travel is required the day before or the day after the hearing; actual cost of reasonable expenses will be charged; mileage charged at IRS rate.