

## JOHN C. FLETCHER

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**Occupation:** Full-time Labor Arbitrator since 1983

**Education:** B.Sc., 1958 - Wisconsin State University. Stevens Point, Wisconsin

### Professional Memberships:

National Academy of Arbitrators (NAA) Chairman - Region 11 1997  
Society for Professionals in Dispute Resolution (SPIDR)  
Industrial Relations Research Association (IRRA) Director – Chicago Chapter 1984 - 1985  
American Arbitration Association (AAA)  
National Association of Railroad Referees (NARR)- Charter Member

### Permanent Panels:

Federal Mediation and Conciliation Services, Arbitration Panel  
National Mediation Board, Arbitrators - Referees  
American Arbitration Association - National Labor Panel  
Illinois Labor Relations Board  
Illinois Educational Labor Relations Board  
U. S. Postal Service - American Postal Workers (1987-current)  
U. S. Postal Service – National Postal Mail Handlers (1994-2006)  
U. S. Postal Service - Postal Nurses Association (1996-2006)  
IRS - National Treasury Workers - Discipline & Grievances  
IRS - National Treasury Workers - Higher Graded Duties  
FDIC – NTEU – Central Region  
Federal Aviation Authority - National Air Traffic Controllers (1998-1999)  
Cook County, Ill FOP, IBT, Natl. Nurses, House Staff, Police  
Metropolitan Water District - Service Employees Union - Electrical Workers  
Chicago Transit Authority - Amalgamated Transit Workers - Local 241  
Chicago Transit Authority - Amalgamated Transit Workers - Local 308

### Experience:

Chairman & Member National Railroad Adjustment Board 1971 - 1974 1978 -1983  
International Vice President BRAC 1970 - 1974  
Executive Director TCUI 1977 - 1983  
Director Labor Relations - National Railroad Passenger Corporation 1976  
Vice President – Kleen Air Service Corporation 1975 - 1976

### CASES AND PARTIES

**Interest:** Sessor-Valier School District - Teachers (1986); Calumet City School District - Teachers (1986); City of Aurora - Police (1986); Calumet City Wentworth-Wilson -

Teachers (1987); Norfolk Western Ry. - Train Dispatchers (1987); Illinois Central Ry - Conductors, Switchmen & Trainmen (1989); Village of Lombard - Police (1989); EJE RR - Locomotive Engineers (1990); Norfolk Southern Ry - Maintenance of Way (1991); CNW Ry - Maintenance of Way (1992); Downers Grove - Firefighters (1994); Norfolk Western - Machinists (1995); Village of Alsip - Police (1995); Peoria - Police (1996); Cook County Sheriff - Fugitive Division (1998); Cook County Sheriff – Court Services Sergeants – Illinois FOP (2002); Bolingbrook – Police - MAP (2004); MAP – Cook County Corrections Officers (2006); FOP – Cook County Fugitive Investigators (2007); Alton – IAFF (2007); Lake County Corrections k– Teamsters (2012)

**Grievance:** Written over 4000 Awards in Education; Transportation; Warehousing; Federal, State & Local Government; Healthcare; Entertainment; Publishing; Communications; and Retail, Service & Manufacturing enterprises.

**Arbitrated Issues:** Attendance; Sick Leave; Promotion; Wages; Theft; Drugs; Assault; Insurance; Overtime; Subcontracting; Seniority; Safety; Tenure; Sexual Harassment; Holidays; Vacations; Leave; Job Standards; Jurisdiction; Just Cause; Strike Conduct; Union Activity; Union Animus; Management Rights; Job Performance; Fringe Benefits; Productivity Standards; Medical disqualification; Wages; Overtime; Teacher Tenure; Off Duty Conduct; Gender Discrimination.

**Arbitrated Employers:** Railroads; Internal Revenue Service; U. S. Postal Service; Federal Deposit Insurance Corporation; Federal Aviation Authority; Veterans Administration; Federal Bureau of Prisons; ICE and Border Patrol; Chicago Police Department; Chicago Fire Department; Chicago Transit Authority - Bus and Train; Chicago Board of Education - Teachers and Drivers; Cook County Hospital – Doctors, Nurses and security personnel; Cook County Sheriff; Illinois Institute of Technology - Custodians; City Colleges; University of Chicago; University of Chicago Hospitals; Jphn H. Stroger Hospital; Southern Illinois University Professors; Illinois Department of Corrections – Corrections Officers and Nurses; Winnebago County Sheriff; Metro Water District; Peoria Police Department; Aurora Police Department; Calumet City; Danville Teachers; Downers Grove Firefighters; Bolingbrook Police; Airlines; Airline Support Services; Skycap Services; Heavy Manufacturing Industries; Light Manufacturing Industries; Chemical Industries; Printing Industry; Steel Industries; Aluminum Industries; Truck Lines; United Parcel Service; Heavy Equipment; Electric Utilities; Telecommunications; Food Services and Hotels; Warehousing, Insurance; Bakery Industry; Retail Grocery; Lake County Corrections; Lake County Animal Control; Lake County Nursing Home; Oil refineries.

### **FEE SCHEDULE & CANCELLATION POLICY**

<b><u>Per diem Rate:</u></b>	\$1500.00 – effective March 1, 2018
<b><u>Cancellation Charges:</u></b>	Full per diem if <u>less than 30 days notice</u> is received on any cancellation or any postponement of any scheduled hearing date.
<b><u>Travel Expenses:</u></b>	Out-of-pocket expenses for public transportation car rental, hearing rooms hotels and meals. Mileage by personal auto at 60¢ per mile
<b><u>Office Expenses:</u></b>	All office expenses are included within the per diem rate unless the parties require inordinate or extraordinary services.