

Jeanne M. Vonhof

Curriculum Vitae
Revised April 2025

Primary Business Address:

3501 N. Southport Ave., No. 245
Chicago, Illinois 60657
Telephone: (773) 975-8033
E-mail: jvonarbitrator@yahoo.com

Occupation: Arbitrator, Mediator, Attorney

Professional Memberships:

National Academy of Arbitrators

Vice President, Executive Board
Chair, Committee on Professional Responsibility and Grievances
President, Research and Education Foundation
Member, Video Task Force

Fellow, College of Labor and Employment
Lawyers

Labor and Employment Relations Association
Former President, Chicago Chapter

American Bar Association

National Association of Railroad Referees

Neutral Arbitration Rosters:

- American Arbitration Association
- Federal Mediation and Conciliation Service
- National Mediation Board
- Illinois Educational Labor Relations Board
- Illinois State Labor Relations Board
- Virgin Islands Public Relations Board

Current Permanent Arbitrator for the following Employers and Unions:

- Major League Baseball and Major League Baseball Players Association
- Chicago Public Schools/ Chicago Teachers Union
- Chicago Public Schools/ SEIU 73
- Chicago Transit Authority/ ATU – various locals
- Cook County Clerks’ Office/ Teamsters Local 700
- Cook County Hospitals and Health Service – National Nurses Organizing Committee
- Alaska Airlines/Horizon Airlines/ Association of Flight Attendants
- UPS/IBT Local 2727 and — National panels
- Boeing and SPEEA
- NetJets and NJ Association of Shared Aircraft Pilots
- Hawaiian Airlines/Association of Flight Attendants
- Board of Arbitration, Iron Ore Industry Board
Cleveland Cliffs and United Steelworkers
- Cleveland Cliffs (formerly Arcelor Mittal Steel Company) /United Steelworkers
- AT&T Inc./CWA/IBEW — various regions and locals – since 2002
- Goodyear Tire /United Steelworkers – Umpire, nationwide, various locals
- Hollywood Casino/USW
- Johnson Controls/UAW
- U.S. Department of Homeland Security– ICE and CIS/AFGE
- U.S. Securities and Exchange Commission/NTEU
- United Food and Commercial Workers/New Mexico Grocers
- UNITE/HERE and Chicago Area Hotels, Hyatt, Hilton,
- Chicago Regional Council of Carpenters /
Mid-America Regional Bargaining Association
- Construction Employers’ Assoc/Chicago and Cook County Bldg and
Construction Trades Council
Public Law Boards for BNSF, Union Pacific, CSX and various railroad unions

The above panels involve regular arbitration, expedited arbitration, interest arbitration, grievance mediation, med/arb, neutral evaluation of cases, fact-finding, deciding jurisdictional disputes among unions, and resolving union election and other disputes under neutrality agreements. I have also helped parties develop streamlined grievance resolution systems to address backlogs and other problems.

My work in the federal sector has included the arbitration of several grievances at the national level.

I have served as Permanent Umpire at Caterpillar, Inc./UAW and Alcoa, Inc./USW, in each case

handling all of the grievances for 4-6 plants. I also served as Permanent Umpire for Bethlehem Steel, LTV Steel, and TWA before corporate bankruptcies and mergers.

Video Hearings:

I continue to offer hearings via videoconferencing, as well as in-person hearings. As a member of the NAA Video Task Force, I prepared training materials, and personally conducted video hearing training for over 400 arbitrators and advocates. I have conducted more than 150 days of video hearings.

Other Alternative Dispute Resolution and Work Experience:

I have worked as a neutral Arbitrator and Mediator for more than 25 years.

Assisted a National Academy Arbitrator for four years.

Practiced labor and employment law, including work with the United Steelworkers.

I have also performed neutral hearing officer work under teacher dismissal statutes, employment discrimination cases with the federal government and a case involving the rights of blind vendors in Post Offices.

Judicial law clerk – U.S. District Court for the Northern District of Illinois.

Adjunct Professor at Indiana University for more than twenty years, designing and teaching basic and advanced courses in arbitration, labor law, Family and Medical Leave Act, and other labor and employment law courses.

I have also worked as an overhead crane operator in an iron foundry.

Industries Arbitrated:

Education; Local and State Government; Police and Fire; Health Care and Nursing Homes, public and private; Corrections; Public Utilities; Federal Sector, including law enforcement and corrections; Mass Transit; Office Workers/ Clerical; Airlines; Aerospace; Aluminum; Automotive; Bakery; Beverage; Broadcasting; Building Trades; Carpentry; Cement; Chemicals; Communications: Bakery and Confectionary; Construction; Electrical Equipment/ Appliance; Electronics; Entertainment/Arts; Food Manufacturing/ Processing/Service; Foundry; Health Care; Hotels/Casino/Resorts; Iron; Lumber; Mass Transit; Machinery; Maritime; Meat Packing; Metal Fabrication; Mining; Nuclear Energy; Organizations; Packaging; Petroleum/Petrochemicals; Plastics; Police and Fire; Printing and Publishing; Public Utilities, Pulp and Paper; Retail Stores; Rubber/Tires; Steel; Stone/Quarry; Transportation; Trucking and Storage; Utilities; Warehousing and other industries.

Selection of Issues Arbitrated:

Discipline issues resolved have included: Covid-related issues; Absenteeism; Call-in procedures; Family and Medical Leave Act and other types of leave; Conduct Unbecoming; Off-duty conduct; Insubordination; Unsatisfactory Work Performance; Safety Violations, and discipline for major and minor accidents, Alcohol and Drug Violations; Theft; Fraud; Dishonesty; Fighting; Sleeping on job; Safety of Working Conditions and refusal to perform a dangerous job; Violence and Threats to supervisors or other employees; Discrimination (age, race, gender, language, national origin, religion, disability, sexual orientation, sexual and racial harassment).

Procedural and Due Process Issues have included: notice and reasonableness of the rules; credibility determinations; use of corrective progressive discipline; consideration of the employee's past employment record; Last Chance Agreements; disparate treatment compared to other employees; adequacy of the investigation and other procedural and due process concerns.

Wide range of contract interpretation issues including: seniority (bidding, bumping, promotion, layoff, transfer, recall and incumbency rights); subcontracting; bargaining unit work; Jurisdictional disputes; wage rates, including incentive, merit, special qualification and overtime pay; strikes, lockouts, work stoppages, work slowdowns; benefits (including bonus, holidays, vacation, leave, insurance, health care, disability leave, retirement benefits); smoking policies; Covid policies; job classification and determination of qualifications; demotions; assignments and work schedules; training.

Many general issues of contract interpretation, including whether the language is clear or ambiguous; the effect of past practice and bargaining history; management rights; union recognition; procedural and substantive arbitrability, how the disputed language fits in with the rest of the Agreement, and the effect of external law on the labor agreement.

Education: J.D. – University of Illinois, Magna cum Laude

Law Review
 Order of the Coif
 American Jurisprudence Book Award in Constitutional Law
 5 Graduate level courses at the Institute of Labor and
 Industrial Relations

Publications:

“Approaches to Evaluating, Presenting, and Resolving Workplace Disputes Involving Mental Health Issues”

Proceedings of the 65th Meeting of the National Academy of Arbitrators (BNA Books 2013).

“A Case Study of How the Courts Affect Arbitrators and Arbitration in the Public Sector”

Proceedings of the 57th Meeting of the National Academy of Arbitrators (BNA Books 2006).

“The Evolving Role of the Labor Arbitrator”

Ohio State Journal on Dispute Resolution (Vol. 21, No.1, 2005).

**“The Changing Nature of Work and People
-- An Arbitrator’s Response”**

Proceedings of the 53rd Meeting of the National Academy of Arbitrators (BNA Books)

“Substantive Arbitrability under the IELRA: the Role of the Arbitrator, the Courts and the Board”

Illinois Public Employee Relations Report

Speaking Engagements

I am a frequent speaker at local and national conferences and webinars:

A selection of my speaking events includes:

**“Arbitration in the Airlines Industry under the Railway Labor Act”
National Academy of Arbitrators, 2018 Annual Meeting**

**International Conference on Labor Relations and Dispute Resolution
Ho Chi Minh City, Vietnam**

Theme: “Worker Rights, Dispute Resolution and Legal Compliance in the Global Supply Chain”

Chair of Session on Comparative Labor Arbitration

Presentation: “American Labor Arbitration and Its Legal Context”

Labor Arbitration Institute –

Presentations: “Evidence and Witnesses”
“Contract Interpretation” “Past Practice”
“Difficult Discipline and Discharge Cases”
“Computer Misuse Cases”
“Contract Interpretation: Applying the Rules”
“Sexual Harassment”

American Arbitration Association Webinars
 ongoing series of webinars on labor arbitration

National Academy of Arbitrators National Conference
“Mental Health Issues in the Workplace”
“Virtual Hearings, Here to Stay?”

Other recent topics at conferences: “Threats in the Workplace,” “Arbitration and External Law,” “Social Media and Its Effects in the Workplace,” “Off-duty (Mis)Conduct of Employees.”

Training

I have conducted training and education for labor and management groups for many years, including spending more than 20 years as an Adjunct Professor at Indiana University. I have also taught as a guest speaker at the law and business schools at DePaul University, Northwestern University, University of Illinois, Roosevelt University, and Ton Duc Thang University in Vietnam.

I have designed and conducted week-long training classes for both Management and Labor in how to conduct a labor arbitration, providing the trainees with the opportunity to conduct a full-blown labor arbitration. I also helped design a week-long advanced arbitration course.

Other classes I have taught as an Adjunct Professor have specifically focused on employment laws as they affect the workplace: labor law; employment discrimination laws; the Family and Medical Leave Act; the Americans with Disabilities Act; OSHA; the Railway Labor Act and other laws.

I have mentored and continue to mentor newer arbitrators, several of whom have now been admitted to the National Academy of Arbitrators, including a former prosecutor; an Ironworker who spent his first career in a steel mill; a former New York City police officer; and newer women arbitrators, all of whom have become successful arbitrators. I am committed to increasing diversity in the arbitration profession.

Rates and Fees

Per Diem Fee: \$ 2,000. **Cancellation/Postponement Fee:** (See below)

Grievance Arbitration: The fee is \$2,000 per day for hearing, and for research and preparation of the opinion and award. Research and preparation time may be prorated. The Arbitrator may use interim billing for fees and expenses as they are incurred.

Cancellation Policy: If the scheduled hearing is postponed or cancelled with notice of less than four calendar weeks (28 days), the per diem fee for each day of hearing scheduled shall be charged. For hearings scheduled for three days or more, a notice period of six calendar weeks (42 days) will apply.

Interest Arbitration, Fact-finding and Labor Mediation: Arbitrator charges \$2,000 per day (for up to 6 hours). Additional time over six hours, and time for research and preparation is prorated.

Travel Time: Travel time of more than two hours' round trip is charged at a prorated daily fee.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, and lodging, and any non-refundable charges incurred as a result of cancellations. Automobile mileage is charged at the applicable IRS expense rate.