

ELIZABETH C. SIMON, JD

234 Franklin Avenue • River Forest, Illinois 60305
708.205.7503 • esimon@adr solutions3.com •
www.adrsolutions3.com

DISPUTE RESOLUTION EXPERIENCE

ADR SOLUTIONS 3, River Forest, Illinois • 2007- present

Principal

Full-time neutral with a private business practice focused on labor, employment and commercial matters. Serve on multiple arbitration and mediation rosters, providing dispute resolution services to courts, federal agencies, companies and individuals. Former litigator and in-house counsel with over 20 years' experience in the public, private and not-for-profit sectors.

PANELS, ROSTERS and AFFILIATIONS

Arbitration

American Arbitration Association (Employment and Labor panels)
Chicago Housing Authority
Federal Mediation & Conciliation Service
National Mediation Board
Illinois Labor Board
Illinois State Board of Education
State University Civil Service System
Financial Regulatory Authority (FINRA)
Circuit Court of Cook County, IL (Mandatory Arbitration Panels, Commercial and Municipal)

Mediation

American Arbitration Association
Resolute Systems, LLC
EEOC, Contract Mediator
Federal EEO Contract Mediator/Counselor
Federal Executive Board (Shared Neutrals)
Circuit Court of Cook County, Contract Mediator, Mortgage Foreclosure Program
Circuit Court of Cook County Mediator (Law Division and Chancery Division)
Circuit Court of Will County, Mediator

LOYOLA UNIVERSITY CHICAGO SCHOOL OF LAW, Chicago, Illinois • 2011- present

Center for Advocacy, Adjunct Clinical Professor

Designed and manage Advanced Mediation Advocacy class for 711-eligible students who represent *pro se* litigants in EEOC mediations and federal court settlement conferences. *Pro se* litigants are involved in workplace disputes, primarily with small- medium-sized companies.

FEDERAL AVIATION ADMINISTRATION, Des Plaines, Illinois • 2002-2006

Alternative Dispute Resolution Program Manager

Created new regional dispute resolution program for 7,000 union and non-union employees, mediating more than 50 cases per year. Served as neutral on four labor-management panels, investigating allegations of agency-wide harassment, retaliation and discrimination.

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Published Arbitration Opinions

3MD Relocation, 129 LA 836 (2012)
Greater Peoria Mass Transit, 129 LA 801 (2011)
Aramark Uniform Services, 126 LA 984 (2009)
City of Fairfield, 126 LA 1419 (2009)
Dexter Foundry, 126 LA 1607 (2009)

Affiliations

National Association of Distinguished Neutrals (NADN) and NADN Illinois Chapter Member
International Academy of Dispute Resolution, *Secretary* (2012-)
Association of Attorney Mediators, Chicago Chapter
Assn. for Conflict Resolution (ACR), Chicago Chapter (Board of Directors and Past President)
American Bar Association, Sections: Dispute Resolution, Labor & Employment
Center for Conflict Resolution, Chicago (Mediator, Trainer)
Illinois State Bar Association, Section on Dispute Resolution

PRIOR ADVOCACY EXPERIENCE

ELMHURST MEMORIAL HEALTHCARE, Elmhurst, Illinois • 2006-2008

Employee Relations Manager

Managed employment law and employee relations functions for Patient Care Services Group and non-clinical units. Consulted with management on all employee discipline and discharges, workplace issues and conflicts. Investigated and responded to all employment litigation and grievances.

FMC CORPORATION, Chicago, Illinois • 1989-1999

Litigation Counsel (1994-1999) /Labor & Employment Counsel (1989-1994)

Responsible for commercial and employment-related litigation for three divisions, including writing and presenting case evaluations, conducting financial analysis, and client counseling. Staff of three.

- Designed and implemented new litigation strategies and alternative dispute resolution procedures, decreasing litigation costs by 15%.
- Negotiated resolutions in antitrust, trade secret and patent infringement cases, saving \$1.5 million in fees and costs.

CITY OF CHICAGO, Chicago, Illinois • 1986-1989

Assistant General Counsel, Labor Relations

Investigate, prepare and defend client in over 50 labor arbitrations; assist in data collection and drafting collective bargaining language.

HALEY, BADER & POTTS, Chicago, Illinois • 1983-1986

Associate, Class Action Employment Discrimination Litigation

EDUCATION

Loyola University Chicago School of Law, JD, Law Review

Vassar College, Bachelor of Arts, Journalism & History

Admitted to Illinois State Bar: Current

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Recent Trainings and Presentations

Mediation and Mediation Advocacy: The Law School Experience, CLE Series, Cook County Circuit Court (Feb. 2015)

Dos and Don'ts of Mediation, Panel Discussion AAA and John Marshall Law School (Sept. 2014)

Mock Mediation Demonstration, Loyola University School of Law (August 2014)

Mediation Tips & Techniques, Panel Presentation, Association of Attorney Mediators (May, 2012)

Managing Conflict, DePaul Women's Network, Faculty Presentation (October, 2011)

Mediating in High Conflict Settings, Circuit Court of Cook County CLE Presentation (May, 2011)

Teaching and Counseling Dispute Resolution, Chicago State University Presentation (April, 2011)

The Strategy and Practice of Negotiation, Lexis-Nexis Workshop, Baxter Legal Staff (Sept., 2010)

The Attorney/ Advocate as Peacemaker, International Academy of Dispute Resolution (Aug. 2010)

War's Impact at Home: The Returning Veteran and Mediation, ACR-Chicago Chapter (Oct., 2010)

Effective Communication Techniques for the New Mediator, CCR (June, 2009)

What Works: A New Look at Federal Mediation Training, Federal Executive Board (Feb. 2009)

Peer Review Mediation: A Conflict Resolution Model for Hospital Staff, Elmhurst Hospital (Jan. 2008)

Discipline to Teach or to Punish, Management Training, Elmhurst Hospital (Nov. 2007)

Leave Nothing on the Table," Model Work Environment Symposium Workshop, (Sept. 2007)

The Sky's the Limit: Conflict Prevention & Resolution, Air Traffic Division Managers (Aug. 2006)

Problem-Solvers and Harmonizers, Flight Standards Division Managers Meeting, (July 2006)

Mediating Gender- and Culturally-Based Workplace Disputes, Gay-Lesbian Conference (June, 2005)

Demystifying Mediation, National Black Coalition for Aviation Employees, Conference, (April, 2005)