

Jeanne M. Vonhof
Curriculum Vitae

Primary Business Address:

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Occupation: Arbitrator, Mediator, Attorney

Professional Memberships:

National Academy of Arbitrators, Admitted 1998

Region 11 Chair, 2002-2004

National Association of Railroad Referees

Labor and Employment Relations Association

President, Chicago Chapter, 1996-1997

Neutral Arbitration Rosters:

American Arbitration Association

Federal Mediation and Conciliation Service

National Mediation Board

Illinois Educational Labor Relations Board

Illinois State Labor Relations Board

Railway Labor Act Training

Completed the Railroad Labor Arbitrator Training June 2015.

Railway Labor Act Experience

I have served on arbitration boards with United Airlines and its unions, including the IAM, the Association of Flight Attendants, and the IBT. I have also served with TWA and several regional airlines before mergers and bankruptcies.

Currently Permanent Arbitrator for the following Employers and Unions:

Chicago Transit Authority/ IBEW/ATU – various locals

Arcelor Mittal Steel Company (formerly Inland Steel)

/United Steelworkers – since 1988

Goodyear Tire /United Steelworkers – nationwide, various locals

Chicago Regional Council of Carpenters /

Mid-America Regional Bargaining Association

Silberline Mfg./USW
 Haynes International /USW
 Johnson Controls/UAW
 AT&T/International Brotherhood of Electrical Workers/CWA
 -- various regions and locals – since 1998
 Chicago Board of Education / Chicago Teachers Union
 UNO Charter Schools/ Charter Schools Teachers Union
 Federal Aviation Administration/ National Air Traffic Controllers Assoc.
 U.S. Department of Homeland Security–Immigration and Customs Enforcement
 American Federation of Government Employees
 National and regional disputes
 U.S. Department of Labor/National Council of Field Labor Locals AFGE
 U.S. Postal Service/American Postal Workers Union – various districts
 U.S. Customs and Border Protection /NTEU
 U.S. Department of Agriculture/Food Inspectors Locals/AFGE
 U.S. Citizenship and Immigration Services/AFGE
 U.S. Securities and Exchange Commission/AFGE
 United Food and Commercial Workers/New Mexico Grocers
 Construction Employers’ Assoc/Chicago and Cook County Bldg and
 Construction Trades Council

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

Permanent Arbitrator for Bethlehem Steel, and LTV Steel before corporate bankruptcies and mergers.

The above panels involve regular arbitration, expedited arbitration, interest arbitration, grievance mediation, neutral evaluation of cases, deciding jurisdictional disputes among unions, work under neutrality agreements, and developing grievance resolution systems.

Other Alternative Dispute Resolution and Work Experience:

Have worked as a neutral Arbitrator and Mediator since 1987
 Practiced labor law for four years prior to that; Law Clerk for Steelworkers
 Assisted a National Academy Arbitrator for four years

Adjunct Professor at Indiana University since 1990 teaching basic and advanced courses in arbitration, labor and employment law, sexual harassment, drugs and alcohol, Americans with Disabilities Act, Family and Medical Leave Act and other courses. I also have done employment arbitration and have helped parties design dispute resolution systems to meet their needs.

Law Clerk for U.S. District Court Southern District of Illinois
 Judges Charles Norgle and Thomas McMillen

Worked as an overhead crane operator in an iron foundry after college; duties including loading rail cars.

Industries Arbitrated Nationwide:

Airlines; Automotive; Bakery; Building Products; Building Trades; Carpentry; Cement; Chemicals; Communications; Confectionary; Construction; Education; Electrical Equipment/ Appliance; Electronics; Entertainment/Arts; Federal Sector, including law enforcement and corrections; Food Manufacturing/ Processing/Service; Foundry; Health Care; Hotels/Casino/Resorts; Hospital/ Nursing Home; Iron; Lumber; Machinery; Maritime; Meat Packing; Metal Fabrication; Mining; Nuclear Energy; Office Workers/ Clerical; 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 others.

Selection of Issues Arbitrated:

Discipline issues have involved: Absenteeism; Call-in procedures; Family and Medical Leave Act and other types of leave; Discrimination (age, race, gender, language, national origin, religion, disability, sexual orientation); Sexual harassment; Racial harassment; Discipline for Safety Violations and for major and minor accidents, including derailments and spilling hot metal; Safety of working conditions; Refusal to perform a dangerous job; Violence and threats to supervisors or other employees; Theft; Fraud; Dishonesty; Fighting; Sleeping on job; Conduct unbecoming (including off-duty); Insubordination; and Unsatisfactory work performance. Notice and reasonableness of the rules; Credibility determinations; Use of corrective progressive discipline; Last Chance Agreements; Consideration of the employee's past employment record; Adequacy of the investigation and other procedural and due process concerns and other issues.

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; Job classification and determination of qualifications; Demotions; Assignments and work schedules; Training; Principles of Contract Interpretation; Effect of past practice; Management rights; Union Recognition; Arbitrability.

Significant Publications:**“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 2001)

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

Illinois Public Employee Relations Report, Winter 1990

Frequent speaker at local and national conferences and online presentations (including those of American Arbitration Association, FMCS, the National Academy of Arbitrators and the Labor Arbitration Institute) on a wide variety of arbitration topics. Recent topics have included threats in the workplace; social media cases; medical documentation in mental health cases; the relationship between arbitration and external law; arbitration under the Railway Labor Act; violence and threats in the workplace; off-duty conduct; the Family and Medical Leave Act; due process; and future demographic trends of the labor force.

I have also conducted training regarding sexual harassment and diversity training for labor relations professionals – Union, Management, and Neutrals for more than 20 years.

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

Law Review /Order of the Coif
American Jurisprudence Book Award in Constitutional Law
Graduate level courses at the Institute of Labor and
Industrial Relations
B.A. Beloit College