

## PROF. FLOYD D. WEATHERSPOON

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**Present Occupation:** Law Professor/Arbitrator/ Mediator

**First Business Address:**

Capital University Law School  
303 E. Broad Street  
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**Second Business Address:**

4525 Wood Lane  
Prince George, VA 23875

**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators  
American Bar Association  
American Arbitration Association

National Bar Association  
Association for Conflict Resolution  
Ohio Bar Association

**EDUCATION:**

B.A., Political Science, North Carolina A&T State University, 1974  
J.D., Howard University Law School, 1977  
Advance Labor Studies Georgetown Law School 1987

**CERTIFICATIONS:**

Law Ohio

**SPECIALIZED TRAINING:**

Complex Public Education Issues: FMCS-NAA September 16, 2011

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

Admitted to the FMCS Roster of Arbitrators for more than 12 years.  
Professor of Law, Capital Law School, 1989 – Present. Teach courses on Labor Law, Labor Arbitration, Employment Law, and Mediation; External Administrative Judge, Equal Employment Opportunity Commission, 1994 – Present. Serves as a contract Administrative Judge to hear employment discrimination cases in the Federal sector; Director, Conciliation, Mediation and Settlement, Tennessee Valley Authority, 1981 – 1989. Supervised a staff of Federal mediators responsible for mediating employment related disputes; Director, Fair Practices Office, Montgomery County (Ohio), 1979 – 1981. Responsible for enforcing labor and employment laws, and serving as a hearing officer in disputes with the U.S. Department of Labor; Compliance Office, Ohio Civil Rights Commission, 1978 – 1979. Reviewed administrative decisions prior to issuance.

**INDUSTRIES:** Airlines, Advertising, Agriculture, Aluminum, Automotive, Bakery, Banking, Beverage, Building Products, Brewery, Broadcasting, Canning, Cement, Chemicals, Clothing, Coal, Communications, Construction, Dairy, Distillery, Education, Electrical Equipment/Appliances, Electronics, Entertainment/Arts, Federal sector, Feed & Fertilizer, Food, Foundry, Furniture, Glass/Pottery, Grain Mill, Health Care, Hotels/Motels/Casinos/Resorts, Hospital/Nursing Home, Iron, Lumber, Machinery, Meat Packing, Metal Fabrication, Nuclear Energy, Office Workers/Clerical, Organizations, Packaging, Paint & Varnish, Petroleum/Petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police and Fire, Printing and Publishing,

Prison Guard, Pulp and Paper, Railroads, Real Estate, Refrigeration/HVAC, Restaurants, Retail Stores, Rubber/Tire, Steel, Stone/Quarry, Textile, Tobacco, Transportation, Trucking and Storage, Utilities, Warehousing

**ISSUES:** Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin; Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization; Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Pension Claim (Fed. Statute), Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay; Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

**PERMANENT PANELS:** Buckeye Steel/USA; Wayne County Community Service/SEIU District 1199; State of Ohio/OEA; State of Ohio/OSEA; State of Ohio, State Employment Relations Board; Virgin Island, Public Employer Relations Board; Internal Revenue Service/NTEU; National Mediation Board

**ARBITRATION ROSTERS:**

Federal Mediation and Conciliation Service  
American Arbitration Association Labor and Employment Panels  
CPR Institute Employment Roster  
NASD Dispute Resolution  
National Arbitration Forum  
Ohio Federal District Court

**SELECTED PUBLISHED CASES:**

128 LA 633; 125 LA 332; 124 LA 312; 119 LA 946; 109 LA 488/104 LA (BNA) 825; 198 LA (BNA) 488; 108 LA (BNA) 609; 2007 LEXIS 304; 2007 LEXIS 430; 2004 LEXIS 244; 2004 LEXIS 1739; 2007 LEXIS 91; 2007 LEXIS 215; 2007 LEXIS 91; 2008 LEXIS 1470; 2006 LEXIS 356; 2008 LEXIS 876; 2010 LEXIS 74

**SIGNIFICANT PUBLICATIONS:**

"Arbitral Standards for Determining the Reasonableness of Plant Rules, "In HOW ARBITRATION WORKS, 2003 (Topic Author); "Reprisal Discrimination", MICHIGAN STATE UNIVERSITY LAW REVIEW, Fall 2000; "Employment Discrimination", WASHBURN LAW REVIEW, Fall 2000; "American With Disabilities Act: Its Impact on Employment Decisions", VERMONT LAW REVIEW, 1991.

**FEES:**

**Grievance Arbitration**

**Per Diem Fee:** \$1,100

**Docketing Fee:** None;

**Cancellation Policy:** A cancellation fee of 1,100 will be charged for cancellations or postponements within 14 calendar days of scheduled hearing.

**Interest Arbitration/Labor Mediation:**

Arbitrator charges \$1200 per day (for up to 8 hours).

**Travel Time:** If travel is necessary on a day other than the hearing day, the Arbitrator charges one-half the per diem fee for travel up to 4 hours and the full per diem fee for travel time over 4 hours.

**Expenses:** Arbitrator charges actual cost of reasonable expenses, including airfare, car rental and lodging.