

2158 45<sup>th</sup> Street, Suite 223  
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**Richard K. Hanft**

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RKHANFT@SBCGLOBAL.NET

**ARBITRATION ROSTERS**

- FMCS Panel of Neutral Arbitrators IN, IL, IA, WI, OH, MI. 2004
- American Arbitration Association Labor Panel 2007
- National Mediation Board 2008

**ARBITRATION PANELS**

- Bituminous Coal Operators Association and United Mine Workers of America 2008
- Plan For the Resolution of Jurisdictional Disputes in the Construction Industry 2008
- Hearing Officer - Illinois State University Civil Service Merit Board 2005
- Tenured Teacher Dismissal Hearing Officer, IL State Bd. of Educ. 2005

**SPECIAL BOARD OF ADJUSTMENT**

- Union Pacific RR and Brotherhood of Maintenance Of Way Employees 2008

**MEDIATION ROSTERS**

- Registered Civil Mediator Indiana 2003
- Registered Domestic Relations Mediator Indiana 2004

**BAR ADMISSION:**

- Supreme Court of the State of Indiana
- United States District Court for the Northern District of Indiana
- United States District Court for the Southern District of Indiana
- United States District Court for the Northern District of Illinois

**EDUCATION:**

**CHICAGO-KENT COLLEGE OF LAW, Illinois Institute of Technology, Chicago, IL**

- Juris Doctor, May 2001
- Labor and Employment Law Certificate Program
- Recipient of the CALI "Excellence for the Future Award" (Course Honors) in Arbitration and Collective Bargaining Seminar, Spring 2001 and Negotiations, Spring 2001

**INDIANA UNIVERSITY**

- Bachelor of Science in Labor Studies, *Magna Cum Laude*

**LEGAL EXPERIENCE:**

**CARMELL CHARONE WIDMER MATHEWS  
& MOSS, LTD., CHICAGO, IL**

03/2002 – 4/21/04

Associate attorney concentrating in labor and employment law, Taft-Hartley Fund matters and advocacy in arbitration of grievances addressing discharge, discipline and contract interpretation issues.

**ILLINOIS EDUCATION ASSOCIATION**

9/2000 – 12/2000

Worked as a legal intern primarily assigned to assisting the General Counsel's office in arbitration hearings of labor contract disputes. Participated from initial client interviews through final briefs. Additional legal research and writing on issues relating to discharge and discipline and contract interpretation.

**GENERAL COUNSEL'S OFFICE AT ISPAT/INLAND INC.**

2/2001 – 5/2001

Worked as a legal intern reviewing and recommending revisions to bring the corporation's Code of Business Conduct in line with recent developments in state and federal law.

**PRIOR EMPLOYMENT:**

**INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL AND REINFORCING  
IRONWORKERS,**

1972 – Present

Currently employed as Project Manager managing various heavy and industrial construction projects in Northwest Indiana. Previously held positions of responsibility including Superintendent, General Foreman, Foreman and Union Steward charged with the direct supervision and safety of up to 100 employees. Frequently utilized as jobsite and area-wide Union Steward for major construction, maintenance and renovation projects in Northwest Indiana.

**UNION TRUSTEE,** 1984 – 1986

Exercised general supervision over all union funds and property. Responsibilities included oversight, examination and approval or rejection of all union expenditures.

**EXECUTIVE BOARD MEMBER,** 1987 – 1989

Negotiated and administered Collective Bargaining Agreement and collateral specialty agreements. Enforced International Constitution and Local Union By-Laws. Resolved all labor troubles appertaining to the union. Designed, implemented and delivered in-house safety and educational programs for members.

**IRONWORKERS' MID-AMERICA PENSION AND TRI-STATE HEALTH AND WELFARE FUNDS**

*Assistant Administrator, 1988 – 1992*

Responsibilities included: Management of receipt and recording of employer contributions, collection of delinquent contributions, liquidated damages and ongoing collections procedures. Determination of eligibility, processing and payment of eligible medical, dental and optical indemnification claims, calculation and payment of accrued pension benefits, pre-retirement death benefits and life insurance. Monthly, quarterly and annual reporting of the above to government, plan sponsors, professionals and participants.

**COMMUNITY ACTIVITIES:**

**Indiana University Department of Labor Studies** – 2001 – 2007 – *Adjunct Professor*

**Northwest Indiana Labor Education Advisory Board,** Indiana University, 1988 – Present

**Chicago-Kent College of Law, Alumnae/i Mentor**

**Arbitrator/Mediator**

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June 1, 2007

Dear Advocates:

Hereinafter, please find my fee schedule:

**FEES:**

**PER DIEM FEE: \$1000.00 DOCKETING FEE: N/A CANCELLATION FEE: (See below)**

**Grievance Arbitration:**

My \$1000.00 per diem charge applies to all or any part of a hearing or travel day. If the hearing, or hearing and travel combined, exceeds 8 hours in a single day, a pro rata fee will be charged on an hourly basis.

**Study Time:** My per diem charges are applied pro rata to actual time spent reviewing testimony, exhibits, arguments, citations, etc., as well as processing my Opinion and Award.

**Travel Time and Expense:** Charges are made for actual and necessary time and expenses of travel, lodging, meals, etc. Auto mileage expenses are charged at the prevailing rate that is permitted by the U.S. Government, which is currently 40.5 cents per mile.

**Cancellation Policy:** My per diem charge applies for all postponed or cancelled hearing dates unless I receive more than 14 calendar days' notice.

**PARTIES, UNLESS OTHERWISE AGREED, ARE JOINTLY AND SEVERALLY LIABLE FOR MY BILL. BILLS ARE DUE AND PAYABLE UPON ISSUANCE OF THE AWARD.**

Arbitrator charges from the nearest business. Should you have any questions or concerns in regard to the above, please contact me prior to hearing.

Very truly yours,

Richard K. Hanft