

**JAMES R. JOHNSON , SPHR**

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**Present Occupation:** Arbitrator/Mediator

**First Business Address:**

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**Second Business Address:**

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Flossmoor, IL 60422  
Phone (615) 591-5528

**PROFESSIONAL AFFILIATIONS:**

Society for Human Resource Management

American Arbitration Association

**EDUCATION:**

BA, Loras College, Dubuque, Iowa. Graduate and Executive Development work at Loyola University, Chicago, Illinois; Governor's State University, Park Forest, Illinois; the Harvard Business School, Cambridge, Massachusetts; and the University of Virginia, Charlottesville, Virginia.

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

Over 35 years of Labor/Management experience as Advocate, Facilitator, Mediator and Arbitrator. **1985 – Present:** Arbitrator/Referee, National Mediation Board. Arbitrate labor and employment cases in the railroad industry. **1983 – 1986; 1991 – Present** (except as noted below): Arbitrator. Arbitrate labor and employment cases (see industries and issues below) for FMCS and AAA. Developed and delivered Labor Relations and Mediation/ Arbitration training programs to managers, supervisors and union stewards. **2007 – 2008:** served as Assistant Vice President, Labor & Employee Relations for Hospital Corporation of America. **2005 – 2007:** Served as System Director of Labor & Employee Relations for Appalachian Regional Healthcare System. **1987 – 1991:** served as Director of Human Resources for the University of Chicago Medical Center. **1973 – 1985:** Director of Labor Relations for the National Railroad Passenger Corporation (Am-trak), served as chief spokesman in over 100 contract negotiations, advocate in arbitration cases and co-chair of the Joint Labor/ Management Council. **2002 – 2005:** Served as Mediator/Arbitrator on grievance cases with the Communication Workers of America and Verizon Communications.

**INDUSTRIES:**

Broadcasting; Education; Entertainment/Arts; Federal Sector Grievances; Hospital/Nursing Home; Local Government; Manufacturing; Miscellaneous Organizations; Police & Fire; Printing & Publishing; Prison Guards; Public Sector Grievances; Pulp & Paper; Transportation; Trucking & Storage; Utilities; Railroads; Real Estate.

**ISSUES:**

Absenteeism; Alcohol & Drug Abuse; Arbitrability; Work Assignment; Bargaining Unit Work; Demotion; Discharge; Discipline; Discrimination; Health & Welfare; Holidays & Holiday Pay; Job Classification; Job Evaluation; Job Posting & Bidding; Jurisdiction; Layoff; Bumping & Recall; Overtime/Overtime Pay; Past Practice; Pensions; Rate of Pay; Reductions in Force; Reporting; Call-in/Call-back Pay; Safety; Scheduling of Work; Seniority; Severance Pay; Subcontracting; Transfer; Union Business; Vacations & Vacation Pay; Work Performance; AWOL; Insubordination; Leave of Absence; Performance Appraisals; Promotions; Reassignment; Wages; Sexual Harassment; and Grievance Mediation.

**ARBITRATION ROSTERS:**

National Mediation Board  
Federal Mediation & Conciliation Service