

Stanley E. Kravit, J.D.

Present Occupation: Arbitrator and Mediator

First Business Address:

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Arbitration Rosters:

National Mediation Board
Federal Mediation & Conciliation Service
American Arbitration Association
Illinois State & Education Labor Relations Boards
ADR Systems of America Employment Neutrals

Professional Affiliations:

Labor and Employment Relations Association
International Public Management Association-Human Resources

Arbitration/Labor Relations Experience:

1986-present: Arbitrator and mediator; consultant to three municipal employee locals until 2004. **1984-85:** Director of Labor Relations for City of Chicago; **1984:** Consultant, Michigan Hospital Association; **1979-1983:** Director of labor Relations for State of Michigan; **1979:** Director, Labor Relations, Broward County, Florida, School Board; **1974-1978:** Director of Labor Relations, Miami-Dade County; **1970-1974:** Labor Educations Specialist and Instructor, University of Missouri; **1968-1969:** Director of Economic Security, New Jersey and Georgia Nurses Associations. 40 years experience as **arbitrator, mediator, consultant, university faculty.** I have negotiated more than 200 major agreements and administered contracts involving more than 100,000 employees. Specialist in discipline; extensive experience in issues of education, discrimination and sexual harassment. Participated extensively in seminars and training for labor and management involving arbitration case preparation/presentation, grievance mediation, contract negotiation, performance evaluation and every aspect of the employment relationship.

Industries:

Airline maintenance; automotive manufacturing; bakery; ballet; car rental, chemical, electronics; entertainment (Disney World), federal sector (Alcohol, Tobacco & Firearms, VA Hospitals, Social Security, Armed Forces, Dept. of Agriculture), education, food processing, foundry, graphic arts, Kennedy Space Center, local government, manufacturing misc., meat packing, municipal bus system, office worker & clerical, packaging, nursing home, plant security, police & fire, pulp & paper, railroads, service, steel, toy manufacturing, transportation, utilities.

Issues:

Absenteeism, alcohol & drug abuse, arbitrability, AWOL, bargaining unit work, bumping & recall, call-in/call-back pay, discipline, discharge, discrimination, due process after arrest/indictment, fringe benefits, hazardous materials, health & welfare, holidays & holiday pay, insubordination, insurance, interest on award, job posting & bidding, jurisdiction, layoff-bumping-recall, management rights, overtime/overtime pay, past practice, pensions, reporting, reassignment, safety, seniority, scheduling, school bus safety, sexual harassment, subcontracting, transfer rights, work assignment, working conditions, work rules.

Published Cases:

Bureau of Alcohol, Tobacco & Firearms/NTEU, CCH 89-2: Sec. 8511. Raynor Mfg. Co./CJA 790, CCH 93-1: Sec. 3007. Miami Beach FOP/City of Miami Beach, CCH 98-1: Sec. 5160. Perry Judds, Inc/Graphic Arts International Union, 119 LA 1663. Walt Disney World/Hotel, Resturant Employees, Local 737, CCH 98-2, Sec. 5342. Technical Engineers Assn./Tower Automotive Products, CCH 04-2: Sec. 3948. Broward County, Florida/IAFF Local 3333, CCH 5-1: Sec. 3048. Board of School Commissioners of Mobile County, Alabama/Grievant, 121 LA 392. Bartow Center Health Management/United Food & Commercial Workers, Local 1625, 121 LA 249. USW/PACE Local 5-1276/Smurfit-Stone Container Corp., 122 LA 33. City of Hollywood, Florida/AFSCME Local 2432, 122 LA 335. U.S. Dept. of Agriculture, NRC, Peoria/AFGE Local3247, CCH 06-1: Sec. 3472. Comcast Cable Communications/IBEW Local 21, 123 LA 1206.

Publications:

The Role of counseling in the Disciplinary process, THE ARBITRATION JOURNAL, AAA, December, 1986.

Education:

JD Law – Rutgers University Law School
BA Political Science/Labor Relations – Rutgers University
New York University Executive Management Program
U. S. D. L. OSHA schools in construction safety & voluntary compliance

Fees:

Per Diem: \$1,000 **Docketing:** \$100 **Cancellation:** \$1,000 (see below)
\$1,500 per day for interest arbitration or training. Per diem cancellation fee within 30 days or postponement within 15 days. If case is not rescheduled, only cancellation fee applies. Expenses charged from nearest business address.

Additional information:

Adjunct faculty at Rutgers, NOVA, Florida International University and Biscayne College teaching graduate and undergraduate courses in all aspects of industrial relations and human resource management. Faculty at more than 150 conferences and seminars. Developed copyrighted program for instruction in impasse arbitration under Florida law.

