

GIL VERNON, ARBITRATOR
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ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service
American Arbitration Association
National Mediation Board
Wisconsin Employment Relations Commission
State of Iowa B Public Employment Relations Board
State of Minnesota B Bureau of Mediation Services
State of Illinois B Education Labor Relations Board

CURRENT ARBITRATION PANELS:

Major League Baseball Salary Arbitration (1988 to 1992; 1998 to 2000; 2004 to present)
US Air and AFA B Arbitration and Mediation Panels (1992 to present)
Alaska Airlines and AFA - Arbitration and Mediation Panels (1999 to present)
American Airlines and TWU - Various Area Boards (1993 to present)
American Airlines and APA (2002 to present)
American Eagle Airlines and AFA (2003-present)
American Eagle Airlines and ALPA
Continental Airlines and IAM - Flight Attendants (1996 to present)
Continental Airlines and ALPA (2002 to present)
Continental Airlines and IBT (2002 to present)
Northwest Airlines and PFAA (2003 to present)
Northwest Airlines and AMFA (2000 to present)
Northwest Airlines and ALPA (1988 to present)
Northwest Airlines and IAM
Polar Air Cargo and ALPA (2003 to present)
Signature Flight Support and IAM (1998 to present)
United Airlines and AFA - Arbitration and Mediation Panels (2000 to present)
United Airlines and ALPA (2003 to present)
United Airlines and IAM
United Airlines and AMFA
National Air Traffic Controllers Association and Federal Aviation Administration (2008)
Allegheny Ludlum and United Steel Workers
ArcelorMittal USA and USW - Arbitration Board (2009 - present)
State of Wisconsin and AFSCME Council No. 40 Regular Panel (1985 to present)
Ameritech and I.B.E.W.

City of Peoria and Policemen's Benevolent Protective Association (2008 - present)
Harley-Davidson and PACE (1986 to present)
National Railroad Adjustment Board
Minnesota State Colleges and Minnesota Community College Faculty Association
(1996 to present)
Chicago Board of Education and Chicago Teachers Union
US Customs and National Treasury Employees Union (2003-present)

PREVIOUS PANELS AND INACTIVE ASSIGNMENTS:

National Hockey League and NHLPA Salary Arbitration (1999 to 2007)
ABX Air and Teamsters (2002 to 2006)
American Airlines and PAFA - Arbitration and Mediation Panels (2003)
American Airlines and TWU - General Board (2000 to 2005)
America West and Teamsters Panel (2005-2007)
Flight Attendants (2000 to 2003) Northwest Airlines and IAM (1988 to 2000)
Southwest Airlines and TWU
Southern Pacific Transportation Company and United Transportation Union
(Special Board of Adjustment No. 18 B January 1983 to 1998)
Chicago and North Western Railroad and the Brotherhood of Maintenance of Way
Employees (Public Law Board 2960 B September 1981 to 1995)
Soo Line Railroad and United Transportation Union
(Special Board of Adjustment No. 140 B 1987 to 1996) Illinois Central Gulf and the
Brotherhood of Firemen and Oilers
(Public Law Board 2636 B June 1980 to 1986)
Seaboard Coastline Railroad and the Brotherhood of Railroad Carmen
(Public Law Board 2919 B August 1981 to 1986)
Burlington Northern Railroad and the Brotherhood of Railway Carmen
(Public Law Board 2877 B April 1982 to 1988)
US Air and ALPA (Arbitration and Mediation Panels B 1992 to 1996)
DHL Airlines and ALPA (1995)
Northwest Airlines and Teamsters (1988, 1989, 1991 to 1997)
United Airlines and Association of Flight Attendants (Arbitration and Mediation Panel B 1994)
Continental-Micronesia Airlines and IAM
American Eagle Airlines and ALPA Expedited Panel
AT&T and CWA Grievance Mediation Panel
Wisconsin Bell and CWA Grievance Mediation Panel (1992 to 1993)
Iron Ore Industry Board of Arbitration
National Steel Corporation and United Steelworkers of America (1999 to 2006)
Midway Airlines and AFA (1989 to 1991)
Bethlehem Steel and USW (1991 to 1992)
Hawthorn Melody Inc. and Teamsters Local 695 B Expedited (1986 to 2004)
Expedited Panel of the United Steel Workers and Coordinating Steel Companies (1979 to 1983)
State of Wisconsin and AFSCME Council No. 40 Expedited Panel (1983 to 1985)

Illinois Bell and I.B.E.W. Local 165 B Expedited Panel (1985 to 1993)

Metropolitan Area Management Association

and International Union of Operating Engineers, Local No. 49

Briggs and Stratton and Allied Industrial Workers (1985 to 1997)

Protective Benefits Panel B Railroad Retirement Board (1984 to 1986)

Geneva Steel and United Steel Workers

United States Steel Corporation and Salaried Employee Association Panel (1982 to 1995)

U.S. Steel and United Steelworkers B Board of Arbitration (1983 to 2006)

Special Board of Adjustment No. 570 (Sub-contracting disputes involving National

Railway Labor Conference and the Cooperating Railroad Shop Craft Unions (1983-1986)

Arbitration Board No. 419 (National Caboose Agreement Panel) B National Railway Labor
Conference and the United Transportation Union

Rock Island Railroad Employee Assistance Act Panel (1984)

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, 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, 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.

INDUSTRIES:

Aerospace, Airlines, Agriculture, Aluminum, Automotive, Bakery, Beverage, Building Products, Brewery, Broadcasting, Canning, Chemicals, Communications, Construction, Education, Electrical Equipment/Appliances, Electronics, Entertainment/Arts, Food, Foundry, Furniture, Glass/Pottery, Grain Mill, Health Care, Hotels/Motels/Casinos/Resorts, Hospital/Nursing Home, Iron, Machinery, Meat Packing, Metal Fabrication, Mining, Nuclear Energy, Office Workers/Clerical, Organizations, Packaging, Petroleum/Petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police and Fire, Printing and Publishing, Prison Guard, Pulp and Paper, Railroads, Refrigeration/HVAC, Restaurants, Retail Stores, Rubber/Tire, Shipbuilding/Dry Dock, Sports, Steel, Stone/Quarry, Textile, Tobacco, Transportation, Trucking and Storage, Upholstering, Utilities, Warehousing.

CAREER:

- September 1979 to Present: Engaged in the practice of labor arbitration and dispute resolution.
- September 1979 to May 1983: University of Wisconsin-Eau Claire. Instructor in the Department of Business Administration. Courses taught B Labor Relations, Labor Law, Personnel, Compensation Administration and Management.
- November 1977 to September 1979: Carrier Member of the National Railroad Adjustment Board B Chicago, Illinois. Member on Board established under direction and authority of Section 3, First (I) of the Railway Labor Act. Charged with the responsibility of resolving grievances arising out of the interpretation and application of contracts. Served as member on all four Divisions, acting as representative in approximately 340 arbitration cases. Also served as Chairman of the Fourth Division.
- November 1974 to November 1977: Labor Relations Officer. Chicago, Milwaukee, St. Paul and Pacific Railroad B Chicago, Illinois. Had full collective bargaining responsibility for four different unions. Other duties included special projects in EEO, budgeting and general policy matters.
- February 1973 to November 1974: Crew Dispatcher. Chicago, Milwaukee, St. Paul, and Pacific Railroad Company B St. Paul, Minnesota. Union covered positions. Member B Brotherhood of Railway and Airline Clerks. Promoted to Exempt position.

EDUCATION:

- M.A., University of Chicago. 1979. Industrial Relations and Personnel Management. Chicago, Illinois.
- B.A., Hope College. 1972. Political Science. Holland, Michigan.

ASSOCIATION MEMBERSHIPS:

- National Academy of Arbitrators (previous offices: Vice President and Board of Directors)

OTHER ACTIVITIES:

Member B Presidential Emergency Board No. 228 (1996). Appointed by President Clinton to three person commission to investigate and make recommendations for settlement of national railroad labor dispute.

Arbitrator B State Bar of Wisconsin (1994 and 1997 B Dues Dispute). Appointed by Federal District Judge Barbara Crabb

Congressional Advisory Board (1986). Appointed to a three-person Advisory Board to make findings of fact and settlement recommendations to Congress in the dispute between Maine Central Railroad and Brotherhood of Maintenance of Way Employees.

Board of Directors, TRY Inc., Community Dispute Resolution, Eau Claire (1985-1989).

PUBLICATIONS:

A Public Funding for the Arbitration of Grievances in the Railroad Industry, A The Arbitration Journal, September 1983. Vol. 38, No. 3.

A Arbitration in the Railroad Industry, @ Labor and Employment Arbitration, Bornstein and Gosline, Editors (Matthew Bender and Company)

FEE SCHEDULE AND CANCELLATION POLICY

FEES: \$1400 per day plus expenses.

CANCELLATION/POSTPONEMENT POLICY:

Single hearing dates cancelled or postponed within *30 calendar days:
One (1) per diem charge

Multiple hearing dates cancelled or postponed within *45 calendar days:
One (1) per diem charge for each day scheduled

PLEASE NOTE:

*Cancellation/postponement notice must be by voice and in writing (by fax or e-mail).
The date written notice is received is controlling.*

*Number of days notice requirement does not include the day of hearing or the day written notice is actually received.

If a case settles or is postponed on the day of the hearing or after travel to a hearing has commenced, all travel time and expenses to and from the hearing will be billed in addition to the day or days set aside for the hearing.

Activity for either arbitration or mediation after 5:00 p.m. starts a second day to be billed in one-half day increments. Expenses include transportation [airline, rental car and/or personal auto (billed at rate allowable by law)], lodging, meals, phone and incidentals. Travel outside the parameters of a normal hearing day will be billed at a prorated rate.

Per diem effective January 1, 2008 and subject to change at any time. Arbitrator reserves the right to bill for out-of-pocket expenses immediately after scheduled hearing date. Hearing and study & preparation fees will be billed upon issuance of award.