

Robert Costello

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Rosters:

Federal Mediation and Conciliation Service, National Mediation Board, American Arbitration Association, Illinois Public Employees Mediation/Arbitration Roster

Permanent Panels

LALC Region 5/ USPS Great Lakes Area Expedited Panel

Education:

BS	Political Science	Northern Illinois University 1985
JD	Law	Loyola University Chicago Law School 1989

Experience:

1990-1993 Served as Administrative Law Judge at the Illinois State and Local Labor Relations Boards I presided over hearings and issued recommended decisions involving allegations of unfair labor practices, including employer or union interference with protected rights, discrimination and refusals to bargain in good faith; and representation issues, including unit appropriateness, historical recognition, election challenges and unit clarification. I also assisted the General Council in advising the Boards on exceptions to recommended decisions and appeals from decisions of the Executive Director.

1993-1996: Served as an associate attorney with Marvin Sacks & Associates, P.C., where I concentrated on advising and representing primarily union clients in matters of contract negotiation and administration, including both grievance and interest arbitration involving both public and private sector employees; before administrative agencies, including the National Labor Relations Board, Equal Employment Opportunity Commission, Illinois State and Local Labor Relations Boards, Illinois Department of Human Rights, and Illinois Department of Labor; and in litigation in both State and federal courts on matters involving claims of employment discrimination under Title VII, 42 U.S.C. §1981 and the Illinois Human Rights Act, Title I of the LMRDA and RICO, and in matters of contract enforcement. I also represented individual members before various civil service boards.

1996-1998: Served as an in-house counsel at the Illinois Fraternal Order of Police Labor Council in matters of contract negotiation and administration, including both grievance and interest arbitration involving public sector employees; before the Illinois State and Local Labor Relations Boards. I represented individual members before various civil service boards.

1999-2008: Partner in the firm Sacks, Goreczny, Maslanka & Costello, P.C., where I concentrated on advising and representing union clients, involving both public and private sector employees, in all internal union matters and all areas of contract negotiation and administration; including serving as lead negotiator in bargaining and mediation, as lead counsel in grievance and interest arbitration proceedings, and in matters before administrative agencies, and as lead trial counsel in litigation in State and federal courts. Since June 2008, we have maintained a general practice.

2008-Present: Arbitrator/Mediator.

Industries/ Services (as an advocate):

Private Sector: Steel and Steel Scrap, Metal Fabrication and Warehousing, Trade Shows and Movies, Pharmaceutical, Office Workers (Clerical and Professional), General Warehouse, Trucking, Maintenance, Equipment Installers, Railroads, Rail Stock Repair and Maintenance and Hardware.

Public Sector (as an advocate): Police and Fire, County Deputies and Correctional Officers, Dispatchers, Public Works, Clerks, Court Clerks and Social Service/ Probation Case Workers.

Issues (as an advocate):

Grievance Arbitration: Discipline and Discharge, Seniority, Hours of Work, Overtime and Premium Pay, Job Posting and Bidding, Layoff/ Bumping/ Recall, Management Rights and Waiver of Bargaining, Substantive and Procedural Arbitrability, Overtime Distribution, Job Classification and Rates of Pay, Health Insurance Benefits and Premium Contributions, Union Security/ Work Assignment/ Subcontracting, Work Safety, Holiday Pay, Secondary Employment, Vacation Pay/ Selection, Past Practice, Maintenance of Benefits, Jurisdictional Disputes, Drug and Alcohol Testing, Attendance/ Job Abandonment, Discrimination and Harassment.

Interest Arbitration: Wages, Seniority, Hours of Work, Overtime and Premium Pay, Allowances, Job Posting and Bidding, Layoff/ Bumping/ Recall, Management Rights, Overtime Distribution, Health Insurance Benefits and Premium Contributions, Union Security/ Work Assignment/ Subcontracting, Holiday Pay, Secondary Employment, Vacation Pay/ Selection, Drug and Alcohol Testing, Grievance and Arbitration Rights, and Residency.

Fees: \$1,000 per diem for each day of hearing (8 hr. maximum). Time spent in hearings beyond 8 hours, excluding lunch, travel time for hearings outside the Chicagoland area,

and preparation of the award will be billed at a rate of \$150 per hour. Travel expenses including air fare, hotel and mileage (IRS rate) will be charged as incurred.

Cancellation: One-half per diem, plus non-refunded expenses and change fees, for hearings cancelled less than 14 days in advance. Travel, including air fare and hotel, will not be arranged until 14 days prior to hearing unless otherwise directed by the parties.