

WILLIAM C. HEEKIN

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EXPERIENCE

Full-time labor arbitrator, mediator, and factfinder; as well as an alternative dispute resolution (ADR) neutral regarding individual rights, employee/employer disputes. Presently on the labor arbitration and/or factfinding rosters maintained by the American Arbitration Association, the Federal Mediation and Conciliation Service, the National Mediation Board, the City of Louisville, Kentucky Labor/Management Committee, the Pennsylvania Bureau of Mediation, and the State Employment Relations Board (Ohio).

Currently serving and have previously served on a number of permanent labor arbitrator panels. These include BCOA – UMWA Districts 17 and 29, Pike County Engineer – IUOE local 18; Container Recovery Corp. – USW Local 8828; City of Lima, Ohio – IAFF Local 334; Cosco Company – United Brotherhood of Carpenters and Joiners Local 1155; Indiana University – AFSCME Local 832; Clermont County Board of Mental Retardation – Ohio Education Association; The St. Bernard Soap Company – Employees’ Representation Association (ERA); Anheuser-Busch Corp., Marion, Ohio – USW Local 8828; Cincinnati State University – IUOE Local 20; Mansbach Metal Company – USW Local 2956; Butler County (Ohio) Joint Vocational School District – BCJVEA; Simmons Company – Upholstery and Allied Ind. Div./USW; Slotter Concrete – Teamsters Local 284; Marlite Co. – USW; TVA – Engineers Association; Tuscarara Plastics, Inc. – USW; Newport Steel Co. – USW Local 1872; Warren County Sheriff – WCDBSA; Cincinnati Public Schools – IUOE Local 20; Cincinnati Public Schools – Cincinnati Federation of Teachers; City of Columbus, OH – AFSCME Local 1870; Northwest Board of Education – Ohio Education Association; Master Power Transmission/Columbus, Indiana – IAM Local Lodge 1270/District 90; Silberline Manufacturing Co., Inc. – USW Locals 116A and 485A; ACF Industries-USW Local 1652; Appalachian Regional Healthcare, Inc. – USW; AT&T Mobility-CWA District 2; AT&T Services, Inc.-IBEW Local 21; UC Health-ASFCME Local 217; UCHealth – Ohio Nurses Association; UC Health – IUOE Local 20; First Energy Corp. – IBEW Local 245; ITT Industries Night Vision Roanoke Plant – IUE/CWA Local 82162; Corning Incorporated – USW Local 1025; Celanese/Acetate Narrows, Virginia – Workers United, Mid-Atlantic Regional Joint Board; Toyota Motor Manufacturing Kentucky Contractors – Central Kentucky B.C.T.B./Building & Construction Trades Department, AFL-CIO; State of Ohio – OCSEA/AFSCME Local 11; Pilot Chemical – IAM Local 1943; Lucas County Sheriff’s Office – UAW Local 3056; Hard Rock Casino – Cleveland/Cincinnati Ohio Casino Workers Council; Mercy St. Vincent Medical Center – UAW Local 12; Cleveland-Cliffs, Inc./Rockport Works – UAW Local 3044; Bridgestone Americas Tire Operations – USW; and TimkenSteel Corporation – USW Local 1123.

Issues having decided in arbitration include discipline, discharge, promotion and upgrading, layoff, recall, bumping, posting, incentive rates or standards, job classification, overtime, holidays, vacations, fringe benefits, discrimination, management rights, and arbitrability.

Industries having served include aerospace, airline, automotive, bakery, beverage, brass and copper, broadcasting, canning, chemicals, clerical, coal, communications, confectionery, construction and building, container, dairy products, distillery, power, glass, health care, iron, machinery, miscellaneous manufacturing, maritime, meat packing, retail stores, service industries,

ship building and drydock, steel, stone, quarry, textile, transportation, trucking and storage, utilities, and warehousing. Public sector experience includes having served as arbitrator, mediator and factfinder as to both grievance and contract negotiations, impasse disputes concerning various fields of government service; including police, corrections, fire, education, as well as state, county and municipal civil service.

WORK HISTORY

Arbitrator and Mediator, 1983 – Present. Labor Tribunal Administrator, Cincinnati Regional Office of the American Arbitration Association (AAA), 1979 – 1983. Interned with Arbitrator Charles L. Mullin in Pittsburgh, Pennsylvania, 1983 – 1985. From September of 1997 until August of 1998, on leave from labor arbitration/ADR practice in order to serve as the American Bar Association, Central East European Law Initiative (ABA/CEELI) country liaison in Belarus. Worked in Belarus, Russia, Bulgaria, Slovakia, Ukraine, Romania, Croatia and Georgia on a number of USAID funded, ADR development programs, 1998 – 2003. In 2003, founded the Arbitration and Mediation Service (AMS, www.arbitrationmediation.net). Northern Kentucky University, ADR Center Board Member, 2015 – Present.

EDUCATION

1979-1983, Northern Kentucky University (NKU)/Salmon P. Chase School of Law – J.D. (1983)
1973-1977, Xavier University – B.A., Economics (1977)
(Area of Concentration – Labor Economics)

PROFESSIONAL AFFILIATIONS

Member, National Academy of Arbitrators
Member, Ohio Bar Association

AWARD AND PUBLISHED ARTICLES

“Crystal Owl” Distinguished Service Award, American Arbitration Association, 1999.

“ADR And The Countries Of Central And Eastern Europe,” *Alternative Dispute Resolution in Employment*, CCH, 1999.

“More Individual Employment Disputes Can, And Should Be, Arbitrated,” *Alternative Dispute Resolution in Employment*, CCH, 2000.

“Remembrances of Belarus (Belarus, 1997 – 2002)”, *Building The Rule Of Law, Firsthand Accounts from a Thirty-Year Global Campaign*, American Bar Association International Law Section, 2021.

FEE SCHEDULE

\$1,900 per diem. There is a per diem fee cancellation policy in the event of thirty (30) days or less notice being given, not including the scheduled date for hearing. Also, should there be a mediated settlement of the matter in dispute, the fee is 1 ½ per diem. Willing to conduct hearings in person or remotely.