

Bradley A. Areheart

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per diem arbitration fees; cancellation

Fees: \$1,800 per day up to 7 hours. If hearing exceeds 7 hours, additional time will be charged at \$300/hour. The per diem rate is applied to hearings, study, award preparation, and travel. A minimum of one day will be charged for a hearing.

Expenses: Automobile travel is charged at the IRS rate for business use of a private automobile in effect at the time. Flights and lodging are charged at cost, and meals are charged according to applicable federal per diem regulations.

Cancellations: One day's per diem will be charged for each scheduled hearing day postponed or cancelled with less than thirty (30) day's notice.

labor arbitration experience

Have served as arbitrator in dozens of labor arbitrations involving discipline, termination, and/or contract interpretation issues. Have experience arbitrating labor disputes in public sector (military, defense contractors, health services, fire, and police), as well as in private sector (aerospace, construction, media, education, food/beverage, telecommunications, and nuclear).

Permanent Panels:

- Foreign Service Grievance Board, 2023-
- U.S. Air Force (Robins AFB) and American Federation of Government Employees, 2022-
- USDA, Food Safety & Inspection Service (FSIS) and Nat'l Joint Council Food Inspection Locals, AFGE, 2023-
- International Union of Operating Engineers and Cincinnati Public Schools, 2023-
- Consolidated Nuclear Security and the Atomic Trades and Labor Council, AFL-CIO, 2023-

National Labor Rosters:

- Federal Mediation and Conciliation Service, 2022-
- American Arbitration Association, 2023-
- Labor Relations Connection, 2022-
- National Mediation Board, 2023-

State and Local Government Rosters: California Public Employment Relations Board; Michigan Employment Relations Commission; Pennsylvania Labor Relations Board; Montana Board of Personnel Appeals; Kansas DOL Mediator and Fact Finder; Nevada Government Employee-Management Relations Board; Phoenix Employment Relations Board; California State Mediation and Conciliation Service, Los Angeles County Employee Relations Commission; Oregon Employment Relations Board Arbitrator Panel, Texas Independent Hearing Officer (teacher tenure panel), Louisville Labor-Management Committee

Court ADR Rosters: U.S. District Court, E. District of Tennessee; U.S. District Court, W. District of Texas

Published Labor Awards: Firestone Building Prods. Co., 2023 BNA LA 117 (2023); Firestone Building Prods. Co., 2023 BNA LA 118 (2023)

Professional Associations: Labor Law Group, LERA, Society of Federal Labor and Employee Relations Professionals, Knoxville Bar Association, and American Bar Association

Related Publications & Speaking (last 2 years only)

Have written and spoken extensively on labor and employment law. Have also written about alternative dispute resolution. Have been published in the most competitive law journals, including *Yale Law Journal*, *University of Chicago Law Review*, and *Michigan Law Review*. A full list of publications and/or honors is available upon request.

- LABOR LAW: COLLECTIVE BARGAINING IN A FREE SOCIETY (with Richard A. Bales and Rafael Gely) (8th ed. West Academic) (academic textbook) (forthcoming 2024)
- TENNESSEE EMPLOYMENT LAW (Lexis/Matthew Bender & Co.) (600-page treatise) (forthcoming 2025)
- *Arbitral Subpoenas*, in U.S. ARBITRATION LAW AT THE FEDERAL ARBITRATION ACT'S CENTENARY: SUCCESSES, FAILURES, AND A ROADMAP FOR REFORM (book chapter) (Jill Gross & Rick Bales eds., Cambridge University Press, forthcoming 2024)
- Panelist, *Best Practices in Labor Arbitration*, Tennessee Labor Management Conference (Aug. 2024)
- Faculty/Speaker, *Is that Really What the Contract Says? Presenting Contract Interpretation Grievances*, American Arbitration Association (Oct. 2023)
- Panelist, *Labor & Employment Arbitration*, Arbitration Symposium at University of Tennessee College of Law (Sept. 2023)
- Panelist, *Arbitration Topics Discussion*, Tennessee Labor Management Conference (Sept. 2023)
- Speaker, *Introduction to the NLR Act*, Tennessee Labor Management Conference (Sept. 2023)
- Speaker, *Labor Law Update: Recent SCOTUS and 11th Circuit Court Cases*, Georgia Labor Management Conference (June 2023)
- Panelist, *Your First Year as a Labor Arbitrator*, LERA Annual Conference (June 2023)
- Panelist, *Arbitration Topics Discussion*, Tennessee Labor Management Conference (Sept. 2022)
- *Editorial Board Member*, INTEREST ARBITRATION (Miller, Vannoy, and Scott 3d ed., LRIS Books, 2022)

labor arbitration training

- 2024 **NAA**: Arbitrator Training (Dallas, TX) (6 hours)
- 2023 **NAA**: Airline Arbitration Training (Denver, CO) (4 hours)
- 2023 **NARR**: Railroad Arbitration Training (8 hours)
- AAA**: Arbitration Fundamentals and Best Practices for New AAA Arbitrators (2 days); ACE23 Panelist Safety and Security; Awarding Attorney Fees, Costs and Post-Award Interest in Arbitrations; ACE22: Process Essentials for AAA Arbitrators; ACE21 Impartiality: Do You Know Where Your Biases Are?; The American Arbitration Association's Adoption of Initial Employment and FLSA Discovery Protocols; ACE20 Cyber Security: A Shared Responsibility; AAA Arbitration Awards—Safeguarding, Deciding and Writing Awards
- 2019-
- 2021- **FMCS**: Becoming a Labor Arbitrator (5 days); Arbitrating in the Federal Sector (2 days)

education

- 2005 JD with honors, **University of Texas School of Law**
Texas Law Review
- 2001 BA cum laude, **Baylor University**
Major in Philosophy

professional experience

Over a decade teaching as a law professor. Teaches *Contracts, Labor Law, Employment Law, Employment Discrimination, and Disability Law*.

- University of Tennessee College of Law**
- 2020– Professor of Law
- 2016–20 Associate Professor of Law (with tenure)
- 2012–16 Associate Professor of Law
Courses taught: business associations • contracts • disability law • employment discrimination
employment law • labor law

- 2019– **UT Haslam College of Business**
Teaches Employment Law as part of the M.S. in Management & Human Resources program
- 2008–10 **DLA Piper**, Associate, Austin, TX
- 2006–08 **Jenner & Block**, Associate, Dallas, TX
- 2005–06 **Naman, Howell, Smith & Lee**, Associate, Waco, TX
- 2001–02 **Lake Air Middle School**, English Teacher and Athletic Coach, Waco, TX

bar membership

- 2005 Texas