

Heidi Parker

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Present Occupation

Arbitrator, Attorney, Mediator. Labor & Employment and Commercial Arbitration and Mediation. Neutral Labor & Employment Training, Workplace Investigations, and Speaking Engagements. Legal Representation in Business and Commercial Disputes, Contracts, and State Licensing and Regulation of Businesses and Professionals.

Specialized Training and Certification

Federal Mediation & Conciliation Service, Becoming a Labor Arbitrator, Certificate of Achievement; Supreme Court of Florida Qualified Arbitrator; Certified Circuit Civil Mediator, Florida Supreme Court; County Mediator, Florida Supreme Court (certification pending)

Education

DePaul University College of Law, Dean's Merit Scholarship Recipient, Juris Doctor, 2006

James Madison University, Bachelor of Science, Psychology, 2000

Attended Eastern Mennonite University (VA) and Griffith University (Brisbane, AUS), 1996-1999

Experience

Labor & Employment Attorney, Private Practice in Florida **(2018-2023)** and Illinois **(2011-2017)**, Staff Attorney and Field Operations, Illinois Fraternal Order of Police Labor Council **(2007-2011)**. Presented hundreds of cases, including grievance and interest arbitration and mediation, state and federal labor board/commission representation petitions and unfair labor practice charges, and state and federal trial and appellate courts. Negotiated employment and public and private sector labor contracts. Provided representation, advice, and counsel for police officer involved critical incident investigations, workplace investigations, employment and education discrimination (ADAAA, ADEA, Civil Rights Act of 1964 Titles VI, VII, IX, EPA, FMLA), and wage and hour investigations. Represented independent contractors and professionals in contract negotiations and disputes. Developed an interest in workplace training and a holistic, collaborative approach to workplace conflict.

Appeared before the Illinois Department of Labor, Illinois Human Rights Commission, Illinois Labor Relations Board, Municipal Boards of Fire and Police Commissioners and Pension Board (Illinois), Florida Criminal Justice Standards & Training Commission, Florida Commission on Human Relations, Florida Division of Administrative Hearings, Florida Education Practices

Commission, Florida Public Employees Relations Commission, Orange County School Board (Florida), Equal Employment Opportunity Commission (Chicago and Miami), National Labor Relations Board and Regions 12 and 13, U.S. Department of Education, U.S. Department of Homeland Security, U.S. Department of Labor, and U.S. Merit Systems Protection Board.

Cook County (Illinois) *Shakman* Compliance Monitor's Staff Attorney (**2006-2007**). Reviewed and evaluated hiring protocols and practices, monitored compliance of Human Resource practices and procedures and training protocol, created and implemented system to investigate and process political patronage complaints.

Legal Intern, Illinois Educational Labor Relations Board (**2006**). Investigated complaints, drafted ALJ opinions, and co-mediated with General Counsel.

Industries

Public sector: K-12 (Instructional and Support Staff), College and University Systems, Corrections, Dispatch, Fire (local and state), Law Enforcement (local, state, federal), Transit, Utilities, Public Health; Private Sector: Aerospace, Automotive, Bakery, Beverage, Blood and Plasma Collection, Cannabis, Car Rental, Casino, Clerical, Commissary, Construction, Convention Center, Defense Production, Entertainment, Food Production, Healthcare, Hospital, Hotel, Housekeeping, HVAC, Legal, Maintenance, Massage Therapy and other Spa Service, Mechanic, Nuclear Power, Nursing, Nursing Home, Packaging, Pharmacy, Printing, Production, Restaurant, Security, Theater and Musicians, Trade Show, Trades, Transportation, Trucking (long haul, regional, and local), Warehouse and more.

Issues

Discipline: Absenteeism, Accidents, Attendance Policies, Bullying, Child Abuse and Neglect, Children with Disabilities, Conduct Unbecoming, Counseling, Demotion, Disciplinary Record, Discrimination, Dishonesty, Disparate and Equal Treatment, Due Process, Drug and Alcohol Testing, EAP, Excessive Force, Falsification, Fighting, First Amendment, Fitness for Duty, Grooming, Impairment (Alcohol, Legal and Illegal Drugs, Medical Conditions), Individualized Education Plans, Insubordination, Job Abandonment, Job Classification, Last Chance Agreements, Leaves, Off-duty Conduct, Police Chase Safety and Protocols, Progressive Discipline, Reprimand (Oral or Verbal, Written Verbal, Written), Retaliation, Safety, Sexual Harassment, Sexual Misconduct, Sleeping, Social Media, Suspension, Termination, Theft, Threats, Unsatisfactory Work Performance, Violence, Weingarten Rights, Work Rules and more.

Contract Interpretation: Arbitrability, Assignments, Bargaining History, Bargaining Unit Work, Bereavement, Bidding (Vacancy and Vacation), Compensatory Time, Discrimination, Evaluations, Evergreen Clause, Half Time Pay, Health Insurance, Hiring Halls, Holdovers and Callbacks, Holidays, Layoff, Bumping and Recall, Leave Requests, Management Rights, On-Call Time, On-Duty Time, Overtime, Past Practice, Performance Assessments or Evaluations, Personal Time, Prevailing Wage, Promotion, Recognition Clause and Union Security, Reappointment, Reduction

in Force, Retirement Benefits, Safety, Seniority, Subcontracting, Tenure, Time Off Requests, Travel Pay, Vacation Pay, Vacation Use, Wages and Wage Scales, Waiting Time, Work Schedules, Zipper Clause and more.

Bar Admissions

Illinois Supreme Court, 2006

Florida Supreme Court, 2018

United States District Court, Northern District of Illinois, 2007

United States District Court, Middle District of Florida, 2018

United States Bankruptcy Court, Middle District of Florida, 2021

United States District Court, Southern District of Florida, 2022

United States District Court, D.C. Circuit, 2022

Publications and Speaker Events

American Bar Association, Section of Labor & Employment Law, Fair Labor Standards Legislation Committee, Family Medical Leave Act Subcommittee co-chair, panel speaker, and co-editor of the FMLA BNA supplement (2013-2017) and contributing author (2018); State and Local Government Bargaining and Employment Law Committee, contributing author to Interest Arbitration report (2021, 2024)

Panel speaker, *The Labor Arbitration Advocates' Views of Unusual, and Not so Unusual, Remedies Imposed by Arbitrators*, National Academy of Arbitrators Annual Meeting (May 2014) and American Arbitration Association webinar (September 2014)

Professional Affiliations

The Labor Relations Connection, Inc., Arbitrator Panel (2024-)

Orange County Bar Association and Legal Aid Society, Guardian ad Litem Program (2021-)

The Florida Bar, Labor & Employment Law Section (2018-)

FEE SCHEDULE

Labor* Arbitration and Mediation:

Flat fee of \$1,500 per day (“Per Diem Rate”)

*including Grievance Arbitration, Expedited Arbitration, Interest Arbitration, Med-Arb, Fact-Finding, Special Magistrate Hearings

Study and Opinion and Award or Findings of Fact and Recommendation:

\$1,500 for each day, based on 7-hours, prorated

Pre- and Post- Conference Matters:

Per diem rate, based on 7-hours, prorated, will be charged for substantive matters or argument presented by either party. No charge for booking, scheduling, and other routine administrative matters or office expenses.

Virtual Arbitration Hearing or Mediation Conference:

No additional charge

Travel Time and Expenses:

\$1,500 for each day, based on 7-hours, prorated

- Actual expenses incurred may include meals, tolls, parking, mileage at the prevailing IRS rate, hotel, flight and change or cancellation fees, rental car or rides.
- Depending on location of hearing and manner of selection, travel time and expenses may be billed from Orlando, Florida; Central Illinois; Chicago metropolitan area; or Portland, Maine.
- Travel time and expenses for hearings in the Northeast and New England will be billed from the South Portland, Maine address.

Cancellation Policy:

Per diem rate will be charged for each day reserved for hearing, if canceled by any party less than fourteen (14) calendar days prior to each date reserved. Days reserved for necessary travel are subject to cancellation fees. Any necessary non-refundable expenses incurred within 14 calendar days before the hearing or conference date will be charged to the parties.

Payment Policy:

Payment is due promptly upon receipt of invoice. Simple interest of 1.5% per month (18% per annum), will result on unpaid balances after 30 days of receipt of the invoice.

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