

John R. Panico

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Present Occupation: Attorney, Arbitrator, Mediator, Fact-Finder

First Business Address:

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Professional Affiliations:

AAA Arbitrator & Mediator
8th Judicial District Court (Clark County, NV) Arbitrator
Arbitrator Michigan Employee Relations Commission
Arbitrator State of Washington PERC
Arbitrator New York State Employee Relations Board
Mediator/Fact Finder Indiana Educational Employment Relations Board
Mediator U.S. Equal Employment Opportunity Commission
Mediator (Civil) All Indiana State Courts
Arbitrator Financial Industry Regulatory Authority
Arbitrator, Mediator, Fact-Finder Nevada Employee Management Relations Board

Education:

MS	Labor & Industrial Relations	New York Institute of Technology
JD	Law	Irvine University School of Law
BA	Politics, Economy & Society	State University of New York at Old Westbury

Certifications:

Law	California	1991
Law	Utah	1998
Law	Indiana	2003

Professional Experience:

- Served as trial counsel in NLRB/PERB ULP and Representation Hearings and Appeals;
- Served as trial counsel in over 40 labor arbitrations;
- Served as Chief Spokesperson in over 75 collective bargaining negotiations;
- Served as trial counsel in over 100 Title VII, ADA, ADEA, and FMLA cases in Federal Court;
- Managed and processed over 3,000 union grievances covering all subjects of collective bargaining;
- Investigated, prepared position statements; and/or mediated charges of employment discrimination/retaliation with the U.S. Equal Employment Opportunity Commission and Fair Employment Practice agencies in New York, California, Utah, Ohio, Indiana, Wisconsin, and Florida;
- Directed Labor Relations functions in healthcare, law enforcement, manufacturing, mining, transportation, higher education and service organizations in the public and private sectors;
- Continuing Legal Education Speaker on ADR, Employment & Labor Law Topics
- Associate Adjunct Professor (N.Y. Institute of Technology) taught courses on Labor Law, Collective Bargaining and Human Resources Management

Issues:

Absenteeism, arbitrability, bargaining unit work, dues check-off, compensation, contract interpretation, demotion, disability, discharge & discipline, discrimination, drugs & alcohol, employee theft, firearms, FMLA, FLSA, job posting/bidding, harassment, holiday pay, insubordination, job performance, just cause, leaves of absence, management rights, off-duty conduct, layoffs and recall, bumping, pension and welfare plans, sexual harassment, subcontracting, seniority, safety and health, vacations, strikes and lockouts, union security, mandatory subjects of bargaining, working hours, drug testing, wages, stewards, overtime, interest arbitration, grievance procedure, holidays, slowdowns, past practice, work stoppages, working conditions, job classifications, merit pay and bonuses, profit-sharing, reductions-in-force, retaliation, wrongful discharge, WARN Act, fringe benefits, insurance, workers compensation, uniforms, bulletin boards, work rules.

Employment History (1975 - Present):

Attorney-Arbitrator-Mediator - Nevada Dispute Resolution, LLC, Las Vegas, NV
Director of Labor Relations - Public Health Trust Miami-Dade County (Jackson Hospital)
Director of Labor Relations - The University of Chicago
Sr. Director of Collective Bargaining - New York City Transit Authority
Labor Attorney - San Diego City Attorney's Office
Sr. Human Resources & Labor Relations Manager - Hospira, Inc., Lake Forest, IL
Director of Labor Relations - Celite Corporation, Lompoc, CA
Director of Labor Relations - GES Exposition Services, Las Vegas, NV
Employment Attorney - Eckert Craven, P.C., Indianapolis, IN
Director of Human Resources & Labor Relations - Rexnord Corporation, Milwaukee, WI
Director of Labor Relations - Magnequench International, Inc, Anderson, IN
General Counsel/Labor Relations Manager-Magnesium Corp. of America, Salt Lake City, UT
Labor Attorney - Blankenship & Associates, Greenwood, IN
Director of Labor Relations- Horizon Healthcare Corporation, Albuquerque, NM
Labor Relations Representative - Metropolitan Suburban Bus Authority, E. Meadow, NY
Union Organizer - District 65, Distribution Workers of America, New York City, NY

Fees:

Grievance/Interest Arbitration, Fact-Finding: \$1600.00 per day for hearing, research, analysis, and preparation of opinion and award. A hearing day is any portion up to 8 hours. A day for research, analysis and preparation of the opinion and award is 4 to 8 hours; 1 to 4 hours are charged as a half-day. No fee is charged for the first hour of pre-hearing telephone conferences. All other time for pre and post hearing matters are billed at \$200.00 per hour.

Labor/ Grievance Mediation: \$250.00 per hour for all time spent (except for the first hour of pre-hearing telephone conferences) with 4-hour minimum fee for each mediation session.

Cancellation Fee: Requires 14 days-notice of cancellation or continuance or charge for day(s) set or 4-hour minimum.

Travel/Expenses: No charge if travel time is less than 2 hours each way. Travel time beyond 2 hours charged at daily rate. Actual cost of reasonable travel expenses to include airfare, car rental, parking, food and lodging. Automobile mileage is charged at the standard IRS rate.