

JAMES BRENNWALD

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PRESENT OCCUPATION

Arbitrator/Mediator

EDUCATION

1980 University of Michigan B.A.

1986 Loyola University of Chicago School of Law J.D.

ARBITRATION EXPERIENCE

Illinois Labor Relations Board: Member, State Panel 2011-2015.

Gubernatorial appointee to governing board of State agency responsible for deciding unfair labor practice, representation and other collective bargaining disputes arising under the Illinois Public Labor Relations Act.

City of Chicago, Department of Law attorney, 1993-2011, including Chief Labor Negotiator, 2010-2011 and Assistant Chief Labor Counsel, 2007-2010. Responsible for overseeing the City's labor relations with approximately 44 different unions representing over 31,000 employees, including uniformed fire and police personnel. Represented the City as lead counsel in labor arbitration and Illinois Labor Relations Board matters, and as lead negotiator in collective bargaining with civilian unions. Developed and coordinated City-wide collective bargaining strategies and employment policies, and counseled City policy-makers and department heads on compliance with collective bargaining agreements, and other employment matters.

Edes and Rosen, Chicago, Illinois: Associate Attorney, 1987-1993.

Represented Service Employees Local No. 1, as well as management clients, for small general practice firm specializing in labor and employment law. Represented Local 1 as lead counsel in labor arbitration hearings and unfair labor practice and representation cases before the National Labor Relations Board, and as lead negotiator in collective bargaining with both public and private sector employers.

INDUSTRIES

Education, Health Care, Office Workers/Clerical, Police and Fire, Public Sector, Real Estate, Transportation, Utilities.

ISSUES

Absenteeism; Arbitrability; Bargaining Unit Work; Conduct; Demotion; Discipline (Non-Discharge and Discharge); Discrimination; Drug/Alcohol Offenses; Fringe Benefits: Holidays, Insurance, Leave, Vacation; Grievance Mediation; Health/Hospitalization; Hiring Practices; Job Performance; Job Posting/Bidding; Jurisdictional Disputes; Layoffs/Bumping/Recall; Management Rights; Official Time; Past Practices; Promotion; Safety/Health Conditions; Seniority; Sexual Harassment; Subcontracting/Contracting Out; Union Security; Wages: Holiday Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Vacation Pay; Violence or Threats; Work Hours/Schedules/Assignments; Working Conditions/Work Orders.

PERMANENT PANELS

Chicago Board of Education and Chicago Teachers Union

Chicago Board of Education and Service Employees International Union, Local 73

City of Chicago and Chicago Firefighters Union Local 2

Chicago Transit Authority and Amalgamated Transit Union Local 241 and Local 308

Cook County Health and Hospitals System and National Nurses Organizing Committee/NNU

ARBITRATION ROSTER(S)

Federal Mediation and Conciliation Service

SIGNIFICANT PUBLICATIONS

When Can a Public Employee Take Employment Disputes to Court, and Out of the Collective Bargaining Arena? With Stahulak and Mahoney, the Illinois Courts Inch Closer to Adopting the Federal Model. Illinois Public Employee Relations Report (Winter 1998)

Individual Rights vs. Collective Interests: Can a Public Employer and a Union Collectively Bargain a Valid Waiver of Public Employees' Constitutional Rights? From Arbitration 2009: Due Process in the Workplace, published in the National Academy of Arbitrators Journal of Proceedings of the Sixty-First Annual Meeting (BNA Books 2010). Presented at the National Academy of Arbitrators 2009 Annual Meeting in Chicago, Illinois.

PER DIEM FEE

\$1,200

DOCKET FEE

N/A

CANCEL FEE

\$1,200

GRIEVANCE ARBITRATION

Same as per diem

CANCELLATION POLICY

If an arbitration hearing is cancelled or postponed, one day per diem will be charged if notice of cancellation or postponement is received less than 21 days prior to the scheduled hearing date.

INT ARBT, FACT FND & LABOR MED

Same as per diem

TRAVEL TIME

If travel is necessary on the day before or after a hearing, a prorated per diem will be assessed for actual travel time, based on an eight-hour day.

EXPENSES

Parties will be charged for reasonable actual costs of travel and lodging.