

EDWIN H. BENN

OFFICE:

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DATE OF BIRTH:

April 26, 1949

EDUCATION:

B.S. - University of Illinois at Champaign-Urbana (1970)
J.D. - Washington University (1973)

PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators
Fellow, The College of Labor and Employment Lawyers

ARBITRATION/MEDIATION EXPERIENCE:

Over 5,800 awards including more than 100 interest arbitration awards issued since becoming an arbitrator in 1986. Interest awards are published at the Illinois Labor Relations Board website:

<https://www2.illinois.gov/ilrb/arbitration/Pages/default.aspx>

Public and private sectors. Discipline and discharge, interest, fact-finding, seniority, management rights, job bidding and assignment, discrimination (handicap, race, sex), reasonable accommodation, work rules, attendance, layoff, wage rates, overtime, representation, testing, drug and alcohol testing, vacation, plant movement, performance of bargaining unit work, benefits, subcontracting, contract mediation, sports and special education placement appeals.

BAR ADMISSIONS:

United States Supreme Court
Supreme Court of Illinois
United States Courts of Appeal for the Fifth, Sixth, Seventh, Eighth and
District of Columbia Circuits
United States District Court for the Northern District of Illinois

PANELS:

Federal Mediation and Conciliation Service Labor Panel
American Arbitration Association Labor Panel
American Arbitration Association Multiemployer Pension Plan Amendments Act Panel
State of Illinois Department of Central Management Services and American Federation of State, County and Municipal Employees
National Football League and National Football League Players Association
National Hockey League and National Hockey League Players Association
Arena Football League and Arena Football League Organizing Committee/Arena Football League Players Association
United States Postal Service and American Postal Workers Union, Central Region (Regular and Expedited Panels for Contract and Discipline)
United States Postal Service and National Postal Mail Handlers (Regular Contract and Discipline)
United States Postal Service and National Association of Letter Carriers Expedited Panel (Contract and Discipline)
City of Chicago and American Federation of State, County and Municipal Employees (and other unions)
City of Chicago Police Department and Fraternal Order of Police Lodge 7
City of Chicago Fire Department and Chicago Fire Fighters Union, Local No. 2
National Mediation Board Referee - National Railroad Adjustment Board (First, Second, Third and Fourth Divisions), Public Law Boards and Special Boards of Adjustment
Chicago Board of Education and Chicago Teachers Union and Local 73 SEIU
Chicago Board of Education and Chicago Teachers Union mediation/arbitration panel
Chicago Joint Conference Board and Chicago Building Trades
AT&T and International Brotherhood of Electrical Workers
Chicago Transit Authority and Amalgamated Transit Union Locals 241 and 308
Metropolitan Water Reclamation District of Greater Chicago and National Conference of Firemen and Oilers, Local No. 7, SEIU
Pace West Division and Amalgamated Transit Union Local 241
Cook County and AFSCME Council 31
City of Highland Park, Illinois and Highland Park Firefighters Association Local 822
State of Iowa and Iowa United Professionals
Apartment Building Owners and Managers Association of Illinois and Local 25, S.E.I.U.
Building Owners and Managers Association of Chicago and S.E.I.U. Local 1
Reilly Industries and Local 135 I.B.T.
Alaska Airlines and Association of Flight Attendants

Verizon Wireless and Communications Workers of America
Ormet Aluminum and United Steelworkers of America
Illinois Educational Labor Relations Board (arbitrator, mediator,
fact-finder)
Illinois State and Local Labor Relations Boards (arbitrator, mediator,
fact-finder)
Illinois State Board of Education Teacher Dismissal Panel
Illinois State Board of Education Level II Special Education
Placement Appeals
National Association of Securities Dealers
New York Stock Exchange
Illinois Pollution Control Board hearing officer

EMPLOYMENT HISTORY:

Arbitrator - 1986 to present.

Partner in the firm of Asher, Pavalon, Gittler, and Greenfield, Ltd., Chicago, Illinois (employed 1978-1985). Duties included general representation of labor organizations. Clients included various local unions of the Fraternal Order of Police, International Brotherhood of Teamsters, Service Employees International Union, International Brotherhood of Electrical Workers, United Food and Commercial Workers, United Union of Roofers, Glaziers, Bricklayers, Sprinklerfitters, Cement Lime & Gypsum Workers, United Rubber Workers, National Association of Letter Carriers, Railroad Yardmasters of America and the American Federation of Musicians along with various related benefit funds.

Trial Attorney, National Labor Relations Board, Region Thirteen, Chicago, Illinois (employed 1973-1978). Classified as a trial specialist.

LECTURER/SPEAKER/PUBLICATIONS:

Interest Arbitration - Kent Law School Illinois Public Sector Labor Relations Law Conference (November 2019)
Interest Arbitration (comparability issues and current cases) - FMCS and Kent Law School Bi-Annual Midwest Arbitrators' Symposium (October 2018)
Case Studies and Interest Arbitration - IPELRA 2017 Public Sector Employment Law Seminar (March 2017)
Interest Arbitration - Kent Law School Illinois Public Sector Labor Relations Law Conference (December 2015)

Arbitration Under Media Attack

National Academy of Arbitrators - Fall Education Conference (October 2013)

Handling Cases Infused with Public Policy & Public Interest Issues - FMCS and Kent Law School Bi-Annual Midwest Arbitrators' Symposium (November 2012)

Interest Arbitration - Kent Law School Illinois Public Sector Labor Relations Law Conference (November 2008)

Arbitration 2005 The Evolving World of Work, Proceedings of the 58th Annual Meeting National Academy of Arbitrators, "A Ride Into the Legal Abyss" (BNA, 2006), 321-347

<https://naarb.org/proceedings/pdfs/2005-319.pdf>

National Academy of Arbitrators - "A Case Study In How The Courts Affect Arbitrators And Arbitration In The Public Sector: Illinois And The Public Policy Exception" (May 2005)

National Academy of Arbitrators - "Public Policy In Arbitration And Arbitrating Statutory Employment Discrimination Claims" (May 2001)

National Academy of Arbitrators - "A Pragmatic Look At The Profession Of Labor Arbitration" (January 1998)

Interest Arbitration - "Selecting Comparable Communities", Kent Law School Symposium On Public Sector Labor Relations Law (October, 1997) (also published in "A Practical Approach to Selecting Comparable Communities in Interest Arbitrations under the Illinois Public Labor Relations Act," Illinois Public Employee Relations Report, Vol. 15, No. 4 (Autumn 1998))

<https://scholarship.kentlaw.iit.edu/cgi/viewcontent.cgi?article=1058&context=iperr>

Northern Illinois University, Division of Public Administration - 30th Anniversary Interest Arbitration in Illinois After 10 years (1994)

Labor Management Studies - "Discipline and Discharge in the Unionized Workplace" (1994)

American Arbitration Association - 1993 Advocacy Institute

National Practice Institute - 1992 National Conference on Labor Arbitration (Sexual Harassment)

Chicago Bar Association - Arbitration Practice (1991).

National Practice Institute - 1991 National Conference on Labor Arbitration.

Society of Professionals in Dispute Resolution - "Drugs in the Workplace" (1990)

IIT Chicago Kent College of Law Fifth Annual Illinois Public Labor Relations Law Program - "Trends In Interest Arbitration" (1989)

Illinois Public Employer Labor Relations Association - "Common Mistakes Made In Arbitration" (1989)

National Practice Institute - 1988 National Conference on Labor Arbitration.

University of Illinois Institute of Labor and Industrial Relations, “Techniques in Preparing Submissions before Neutrals on Section III, Railway Labor Act and Public Law Board Grievances” (1987)

110th Illinois State Bar Association Annual Meeting - “Representation of Public Employers, Public Employees and Public Employee Unions” (1986)

Mid-America Regional Bargaining Association - “The Legal Aspects of Bargaining” (1986)

Southern Methodist University/Bureau of National Affairs Symposium, “The Labor Board at Mid-Century - Establishment and Disestablishment of Representation” (1985)

Chicago Bar Association, Young Lawyers Section - “Defending Duty of Fair Representation Suits” (1985)

Illinois Institute For Continuing Legal Education - “Representation Case Law” (1984)

American Bar Association Annual Meeting - Sections of Labor and Employment Law and General Practice - “Defending Discrimination Suits” (1984)

International Foundation of Employee Benefit Plans (1984)

State of Illinois Legislative Subcommittee On Prison Labor (1984)

Roosevelt University Labor Studies Program (1979 - 1985)

Lawyers for the Performing Arts (1981)

Executive Enterprises Seminar - Developments Under Title VII (1980)

National Labor Relations Board - Trial Training Instructor (1977 - 1978)

Indiana University Northwest - Labor Relations Law (1975)

TYPES OF CASES ACCEPTED

Until further notice and due to in-person meeting restrictions because of COVID-19, hearings held only by video through Zoom (or a video platform of the parties' choosing). Zoom demonstrations given upon request.

FEES

\$1,600 per day plus expenses. One day’s fee for hearings cancelled or postponed 30 days or less prior to a set hearing date or resolved on day of hearing. For cases where hearings are held by video and require a full decision and because no travel is involved for video hearings, hearing day fees are prorated based on actual hours of hearing as a portion of the daily fee. For example, if a hearing takes four hours, one-half day for hearing will be charged.