

**Steven M. Bierig**  
**Attorney – Arbitrator – Mediator**  
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**Highland Park, IL 60035**  
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## **RELEVANT EXPERIENCE**

**Arbitrator and Mediator**                      **July 1998 -**

Serves full time as a neutral in the practice of arbitration and mediation specializing in labor and employment disputes. Conducts all forms of Alternative Dispute Resolution (ADR) including, but not limited to, grievance arbitration, interest arbitration, employment arbitration, labor and employment mediation, facilitation, and fact-finding on a national basis. Member of the National Academy of Arbitrators and Fellow in the College of Labor and Employment Lawyers.

**Associate Attorney**                      **Katten Muchin & Zavis**  
**Chicago, Illinois**  
**April 1994 – June 1998**

Prepared and presented arbitration cases. Prepared and presented cases before the National Labor Relations Board, the Illinois Local Labor Relations Board, the Illinois Department of Human Rights, and the Equal Employment Opportunity Commission. Prepared and participated in collective bargaining negotiations (first chair). Counseled clients regarding conformance with collective bargaining agreements, and with state and federal labor and employment laws. Prepared and participated in labor relations training. Completed special projects.

**Sr. Attorney Supervisor**                      **City of Chicago - Corporation Counsel's Office**  
**Labor Division**  
**February 1987 - April 1994**

Supervised a staff of 5-8 attorneys. Advised City Departments regarding conformance with collective bargaining agreements. Prepared and participated in collective bargaining negotiations. Selected arbitrators for hearings. Prepared and presented arbitration cases with both sworn and non-sworn union employees. Prepared and presented unfair labor practice and representation cases at the Illinois Local Labor Relations Board. Counseled City Departments on conformance with Collective Bargaining Agreements as well as State and Federal Laws.

## ADMITTED TO PRACTICE

Illinois Supreme Court	November, 1984
U.S. District Court Northern District of Illinois General Bar	December, 1984
U.S. Court of Appeals 7th Circuit	October, 1986
U.S. District Court Northern District of Illinois Trial Bar (inactive)	August, 1997

## PUBLICATIONS

Author: "Discipline For Off-Duty Conduct:  
Can (And If So, When Should) Big Brother Watch?"  
*Illinois Public Employee Relations Report*  
Summer 1996 Vol. 13, No. 3

Chapter Co-author: "Public Employees"  
*The Labor Law Handbook – 1996, 1999, 2001, 2006, 2010*  
Illinois Institute for Continuing Legal Education

Chapter Contributor: "Off-Duty Conduct"  
*Discipline and Discharge In Arbitration 1998*  
Chapter Editor: "Off-Duty Conduct"  
1<sup>st</sup> Supplement to same September 2001  
ABA - Section of Labor and Employment Law: Committee on ADR in  
Labor and Employment Law  
BNA

Contributor: *Sexual Harassment in Employment Law*  
Lindemann & Kadue  
1998 Supplement  
BNA

Author: "Sexual Harassment: A Summary of Recent Arbitration Cases"  
*ADR in Labor & Employment Law Committee Newsletter*  
Fall 1998 Vol. 5, No. 1

Chapter Editor/Author: *How Arbitration Works* 5<sup>th</sup> Ed.  
(Goggins & Volz, Editors)  
1999 Supplement  
BNA

Author: "An Arbitrator's Perspective on Writing"  
*Chicago Bar Record*  
January 2000 Vol. 14, No. 1

Chapter Author: "Discipline for Off-Duty Conduct"  
*Preventing and Managing Workplace Violence*  
ABA Section of State and Local Government Law 2008

### **SPEAKING ENGAGEMENTS**

Arbitrator Bierig regularly speaks on topics of Labor and Employment Law

### **TEACHING**

Adjunct Professor of Law  
Institute for Law and the Workplace  
IIT/Chicago Kent College of Law  
Courses: Advanced Research in Labor and Employment  
Employment Litigation  
1997-2001

Instructor – University of Wisconsin-Milwaukee  
Department of Business and Management  
Courses: Labor Relations in the Private Sector  
Labor Relations in the Public Sector  
2001-

Adjunct Professor of Law  
John Marshall Law School  
Courses: Arbitration  
2017-

### **CERTIFICATIONS & PANELS**

City of Chicago/Fraternal Order of Police Chicago Lodge #7 1998-  
Cook County Circuit Court Arbitrator 1998- 2007  
United States Postal Service Redress Mediation Program 1999-2000  
Equal Employment Opportunity Commission (Mediator) 1999-2009

Center for Employment Dispute Resolution 1999-  
Nat'l Mediation Board (Nat'l Railroad Adjustment Board) 1999-  
Federal Mediation and Conciliation Service 1999-  
American Arbitration Association Labor Panel 2000-  
National Employment Mediation Services 2000-  
Illinois State, Local and Educational Labor Relations Boards 2000-  
United States Postal Service/Nat'l Assoc. of Letter Carriers 2000-  
United States Postal Service/American Postal Workers Union 2000-2010  
National Association of Securities Dealers (NASD - now FINRA) 2000-  
City of Chicago/PBPA Unit 156: Sgts., Lts., Captains 2000-  
United States Postal Service/Nat'l Postal Mail Handlers Union 2001-2007  
Illinois Department of Labor Illinois Arbitration Services 2002-  
Joint Conference Board – Arbitrator of Jurisdictional Disputes 2002-  
Burnham Park Project Labor Agreement Jurisdictional Panel 2002-  
ADR Systems of America (Arbitrator and Mediator) 2004-  
Hearing Officer – Chicago Park District 2004-  
Chicago Board of Education/Chicago Teachers Union 2004-  
National Arbitration Forum 2004-  
Circuit Court of Cook County Major Case Court Annexed Mediation Program 2004-  
Federal Aviation Administration/National Air Traffic Controllers Association Panel 2005-  
Chicago Transit Authority/Amalgamated Transit Union Panel 2005-  
NTEU/Internal Revenue Service 2005-2010  
Expedited Arbitration Panel – Brotherhood of Railway Carmen and Union Pacific Railroad 2006-  
Illinois State Board of Education Teacher Dismissal Hearing Officer Panel 2006-  
CNH America/UAW 2007-  
Metropolitan Water Reclamation District of Greater Chicago/NC FO Local No. 7 2007-  
Expedited Arbitration Panel – Canadian Pacific Railroad/United Transportation Union 2008-  
Neutrality Arbitrator – Blackstone Hotel/UNITE HERE Local 1 2008-  
Association of Flight Attendants/United Air Lines 2009-  
Neutrality Arbitrator – SEIU Healthcare and Illinois Association of Health Care Facilities 2010-  
FAA/NATCA Southern Region Arbitration Panel 2010-  
FAA/NATCA Southern Region Pre-Arbitration Review Panel 2010  
State of Illinois CMS and AFSCME Regular Arbitration Panel 2011-  
National Elevator Bargaining Association/International Union of Elevator Constructors Substance Abuse Arbitration Panel 2012-  
Metropolitan Water Reclamation District of Greater Chicago and IBT Local 700 2013-  
State of Illinois CMS and AFSCME Expedited Arbitration Panel 2014-  
American Arbitration Association Employment Panel 2014-  
Chicago Public Schools/Chicago Teachers Union Fact Finder 2016  
Defense Finance and Accounting Services and AFGE Locals 3283 and 1148 2017-  
Hearing Officer for Cook County and the Cook County Recorder of Deeds regarding Unlawful Political Discrimination and Retaliation based upon *Shakman v. Cook County* No. 69 C 2145 2017 –  
United Airlines and International Brotherhood of Teamsters Board of Arbitration 2017 –  
IAM Local 701 and Chicago New Car Dealer Assoc. – Standard Automotive Panel 2018 –  
Illinois State Board of Education – Hearing Officer - State Educator Preparation and Licensure Board 2018-

## PROFESSIONAL ORGANIZATIONS/HONORS

Chicago Bar Association – 1985-  
Committee of Labor and Employment Law 1987-  
Labor and Employment Relations Association – 1998 -  
President Chicago Chapter 2000-2002  
Board Member 2003-2005

American Bar Association – 1985 -  
Member of the Section of Labor and Employment Law:  
Committee on ADR in Labor and Employment Law  
Neutral Co-Chair Newsletter 2002-2005

National Academy of Arbitrators 2004-  
National Association of Railroad Referees – 2000-  
Vice President 2007-

AV Rating by Martindale-Hubbell 2007-  
Fellow – College of Labor and Employment Lawyers 2011-

## EDUCATION

**Law School** IIT/Chicago Kent College of Law  
1982-1984 J.D. With High Honors 6/84  
Dean's List  
Lawrence Doppelt Academic Scholarship  
Legal Writing Teaching Assistantship 1983-1984

1981-1982 University of Wisconsin School of Law  
Dean's List  
Research Assistant

**Graduate** University of Illinois at Urbana-Champaign  
Graduate School of Library and Information Science  
M.S. 8/79  
Graduate Assistantship  
Member - Beta Phi Mu (Library Science Honor Society)

**Undergrad.** University of Illinois at Urbana-Champaign  
B.A. - History 5/78  
Dean's List  
Member - Phi Alpha Theta (History Honor Society)  
Student Government