

*STEVEN BRIGGS, ARBITRATOR*  
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**Occupation:** Arbitrator/University Professor

**Education:** Ph.D., Industrial Relations, UCLA, 1981 (Specialization in Dispute Resolution)  
M.S., Industrial Relations, California State University- Long Beach, 1972  
B.S., Business Administration, California State University- Long Beach, 1969

**Professional**

**Memberships:** National Academy of Arbitrators

**Listed Panels:** American Arbitration Association  
Federal Mediation and Conciliation Service  
Wisconsin Employment Relations Commission  
Illinois Labor Relations Board  
Arizona Public Service Corporation and IBEW  
Bituminous Coal Operators & UMW  
Hyster Co. and Lift Truck Builders Union  
Ameritech Illinois and IBEW  
Water Reclamation District of Chicago and IUOE  
Wisconsin Public Service Corporation and IBEW  
City of Madison, WI and AFSCME  
U.S. Customs and NTEU  
University of Minnesota Faculty Grievance Panel  
Harley-Davidson Motor Company and UPIU Local 7209  
American Eagle Airlines and ALPA  
United Parcel Service and Teamsters - National Panel  
Alaska Airlines & AMFA  
American Airlines & APA  
Southwest Airlines & AMFA  
United Airlines & AMFA  
MESABA Airlines & AMFA  
U.S. Airways & CWA  
Delta Airlines & ALPA

**Experience:** Issues Decided: absenteeism, alcohol and drug abuse, arbitrability (procedural and substantive), assignment of work, bargaining unit work, bumping, call back pay, call in pay, demotion, discharge, discipline, discrimination (racial, religious, gender), drug testing, fair share fee, holidays and holiday pay, hours of work, incentive rates and standards, fighting, horseplay, insubordination, job classification, job evaluation, job posting and bidding, job sharing, jurisdiction, layoff, lockout, management rights, merit pay, off duty conduct, overtime, past practice, performance appraisal, profane language, promotion, rate of pay, reassignment, reduction in force, reporting pay, resignation (contested by employee), safety, scheduling of work, seniority, sexual harassment, sick pay, sleeping on duty, strikes, subcontracting, training, transfer, union business, work sharing, working conditions, work week changes.

***SCHEDULE OF FEES FOR THIRD-PARTY SERVICES***

PER DIEM RATE	\$1600 per day minimum for time spent in grievance arbitration hearings, travel to and from, case administration, and researching/drafting decisions, reports, etc. The per diem rate is based on a maximum eight-hour day. An additional pro rata charge is made for time in excess of eight hours on any given day.
EXPENSES	All actual out-of-pocket expenses incurred for transportation, meals, and lodging. Mileage for use of personal automobile is charged at the current IRS rate.
CANCELLATION/ POSTPONEMENT FEES	A fee of \$800 for each scheduled grievance arbitration hearing, mediation or fact-finding session canceled or postponed for any reason within sixty (60) calendar days prior to its scheduled date. (NOTES: (1) unless the parties agree otherwise, this fee is payable entirely by the party which requested the cancellation or postponement; (2) notice of cancellation/postponement received while <i>en route</i> to or after arrival at hearing location will result in a charge of one per diem plus travel time and expenses incurred.) Canceled airline ticket fees are billed in addition to the \$800 late cancellation/postponement fee.
INTEREST CASES/ MEDIATION SESSIONS/ NON-UNION (EMPLOYMENT) ARBITRATION	The corresponding per diem for these types of cases is \$1600. The cancellation/postponement fee is \$800. (NOTE: unless the parties agree otherwise, this fee is payable entirely by the party which requested the cancellation/postponement.)
LIABILITY	The parties are jointly and severally liable for the total amount of all fees due.