

Email: stankravit@arbor@aol.com

Present Occupation: Arbitrator and Mediator

First Business Address:

1221 W. Sherwin Avenue, #5-G,
Chicago, IL 60626

ADDITIONAL ARBITRATION ROSTERS:

American Arbitration Association
National Mediation Board
Illinois State & Education Labor Relations Boards
ADR Systems of America Employment Neutrals

PROFESSIONAL AFFILIATIONS:

Labor and Employment Relations Association

EDUCATION:

JD - Rutgers University Law School
BA - Political Science, Rutgers University
New York University Executive Management Program
U.S. Dept. of Labor OSHA schools in construction safety & voluntary compliance

SPECIALIZED TRAINING:

Complex Public Education Issues: FMCS-NAA September 16, 2011.

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1986-Present: Arbitrator and Mediator. Arbitrate labor cases for AAA, FMCS, NMB and independently selected. Labor relations consultant to labor until 2004. **1984-85:** Director of Labor Relations for City of Chicago; **1984:** Consultant to Michigan Hospital Association; **1979-1983:** Director of Labor Relations for State of Michigan; **1979:** Director of Labor Relations, Broward County (FL) School Board; **1974-1978:** Director of Labor Relations, Miami-Dade County; **1970-1974:** Labor Education Specialist and Instructor, University of Missouri; **1967-1969:** Director of Economic Security, NJ and GA Nurses Associations. 40 years experience in labor and employee relations as Arbitrator, Mediator, Consultant, University faculty. Negotiated more than 200 major agreements and administered contracts involving more than 100,000 employees, private and public. Specialist in discipline; extensive experience in issues of education, discrimination and sexual harassment. Participated extensively in seminars and training involving arbitration case preparation/presentation, grievance mediation, contract negotiation, performance evaluation and every aspect of the employment relationship.

INDUSTRIES:

Airline Maintenance, Automotive Manufacturing, Bakery, Ballet, Cable, Car Rental, Chemical, Electronics, Entertainment (Disney World), Federal Sector (Alcohol, Tobacco & Firearms; V.A. Hospital; Fire & Police Depts., Social Security, Armed Forces, Dept. of Agriculture), Education, Food Processing, Foundry, Graphic Arts, Illinois Tollway Auth., Kennedy Space Center, Local Government, Office Workers/Clerical, Manufacturing Misc., Meat Packing, Municipal Bus Systems, Packaging, Nursing Home, Plant Security, Police and Fire, Pulp and Paper, Railroads, Service, Steel, Toy Mfg., School System, Transportation, Utilities, Warehousing.

ISSUES:

Absenteeism, Alcohol and Drug Abuse, Arbitrability, Bargaining Unit Work, Bumping & Recall, Call-in/Call-back Pay, Discipline, Discharge, Discrimination, Due Process, Arrest/Indictment, Evaluation, Fringe Benefits, Hazardous Materials, Health & Welfare, Holidays & Holiday Pay, Insubordination, Insurance, Interest on Award, Job Posting & Bidding, Jurisdiction, Layoff/Bumping/Recall, Management Rights, Military Service, Overtime/Overtime Pay, Past Practice, Pensions, Reporting, Reassignment, Safety, Seniority, Scheduling, School Bus Safety, Sexual Harassment, Subcontracting, Successor Employer, Transfer Rights, Transit System, Work Assignment, Working Conditions, Work Rules.

PUBLISHED CASES:

Bureau of Alcohol, Tobacco and Firearms/NTEU, CCH 89-2: Sec. 8511. Raynor Mfg. Co./CJA Local 790, CCH 93-1: Sec. 3007. Miami Beach Fraternal Order of Police/City of Miami Beach, CCH 98-1: Sec. 5160. Perry Judds, Inc./Graphic Arts International Union 119 LA 1663. Walt Disney World/Hotel, Restaurant Employees, Local 737, CCH 98-2: Sec. 5342. Technical Engineers Assn./Tower Automotive Products, CCH 04-2: Sec. 3948. Broward County, Florida/IAFF Local 3333, CCH 5-1: Sec. 3048. Board of School Commissioners of Mobile County/Grievant, 121 LA 392. Bartow Center Health Management/United Food & Commercial Workers, Local 1625, 121 LA 249. USW/PACE Local 5-1276/Smurfit-Stone Container Corp., 122 LA 33. City of Hollywood, FL/AFSCME Local 2432, 122 LA 335. U.S. Dept. of Agriculture, National Research Center, Peoria/AFGE Local 3247, CCH 06-1, Sec. 3472. Comcast Cable Communications /IBEW Local 21, 123 LA 1206. Wackenhut Corp. & Security, Police & Fire professionals of America, 124 LA 1345. Smurfit-Stone Container Corp. & National Production Workers Local 707, 125 LA 244. Village of Oak Lawn & IAFF Local 3405, 125 LA 994. JAX Management Transit Corp. & ATU Local 1197, 126 LA 956. Scottsboro Board of Education & Individual Grievant, 126 LA 1732. Gowrie Care Center & Food and Commercial Workers, 127 LA 165; Ecolab Lab, Inc. & Internatl. Assn. of Machinists & Aerospace Workers, 128 LA 922 (2010); Randolph County (AL) Board of Education, 129 LA 183 (2011). Social Security Admin. & Assoc. of Administrative Law Judges, IFPTE, 130 LA 1136 (2012). Dept. of Homeland Security, 131 LA 33; 131 LA 862 (2012). Veterans Administration & AFGE Local 515, 131 LA 1678 (2013). City of Marengo (IL) & Ill. Fraternal Order of Police Labor Council, 131 LA 1729 (2013). Citrus Systems Madison & IBT Local 695, 131 LA 1785. Central FL Regional Transportation Authority & ATU, 132 LA 1148. Innovative Telephone Corp. & Steelworkers Local 8545, 132 LA 1353 (2013). Chandler Hea. & Rehab & USW Local 9201, 133 LA 802; FCi Federal & OPEIU Local 4873, 133 LA1017; IL Toll Highway Auth. & IBT Local 700, 133 LA 74, 728; Veteran Affairs & AFGE Local 96, 133 LA 394; Hormann LLC & Boilermakers Local Lodge 1600, 134 LA 784.

SIGNIFICANT PUBLICATIONS:

“The Role of Counseling in the Disciplinary Process,” THE ARBITRATION JOURNAL, AAA, December, 1986.

**PER DIEM FEE: \$1,200.00 DOCKETING FEE: \$100.00 CANCELLATION FEE: \$1,200.00
INTEREST ARBITRATION/MEDIATION/TRAINING: \$1,500**

Postponement Fee: Half a day’s per diem if postponed within 15 days of a scheduled hearing or one day’s per diem if postponed within 7 days, whether case is re-scheduled or not. If case is not re-scheduled, only the cancellation fee will apply.

Cancellation Policy: Cancellation within thirty (30) days of scheduled hearing will result in one day’s per diem charged. If both postponement and subsequent cancellation occur both fees may be charged.

Expenses: Arbitrator charges actual cost of reasonable and necessary expenses from nearest business address. Airline reservation fees charged due to postponement or cancellation will be charged. Automobile mileage will be charged at applicable IRS rate.