

**MARTIN H. MALIN**

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**Occupation:** Professor of Law, Attorney at Law, Arbitrator and Mediator

**Education:** B.A., 1973 - Michigan State University  
J.D., 1976 - George Washington University

**Professional Memberships:** National Academy of Arbitrators (Vice President 2015-17)  
College of Labor & Employment Lawyers (former Member Board of Governors)  
Labor & Employment Relations Association (former President, Chicago Chapter)  
American Bar Association (Labor/Employment & ADR Sections)  
Recipient of the 2016 ABA Arvid Anderson Award for lifetime contributions to public sector labor law  
State Bar of Michigan, Labor Law Section  
Association of American Law Schools (former labor law section chair)  
Labor Law Group (member of executive committee)

**Listed Panels:** Federal Mediation and Conciliation Service  
American Arbitration Association  
National Mediation Board  
Illinois Educational Labor Relations Board  
Wisconsin Employment Relations Commission

**Experience:** Has arbitrated cases involving interest arbitration, discharge, suspension, subcontracting, job postings, bonus payments, fair share wage rates, insurance, transfers, work hours, smoking bans, performance appraisals, job classification, fitness for duty, discrimination, sick leave, family & medical leave, no strike clauses, staffing, seniority, layoffs, union recognition, denial of merit pay increase, and denial of promotion. Conducted extensive research and written about arbitration of age discrimination claims, arbitration of statutory human rights claims, disloyalty as grounds for discharge, fair share fees, and work-family conflicts in arbitration. Has published numerous scholarly articles and six books, including casebook on public sector labor law. Has mediated police, teachers, support staff and federal employee negotiations, grievances and discrimination claims. Served by appointment of President Obama as a Member of the Federal Service Impasses Panel (2009-2017). Served as hearing officer for Chicago Commission on Human Relations, adjudicating discrimination claims under Chicago Human Rights and Fair Housing Ordinances.

Grievance Arbitration: Teaches FMCS Becoming an Arbitrator Course; Currently serves on the following contractual panels:

AFSCME and Cook County (several panels)

AFSCME and Wexford Health Sources, Inc.

AFSCME and Will County (several panels)

CWA and A T & TY Midwest

IAMAW and Amana Div, Whirlpool Corp.

IBEW Local 21 and A T & T Midwest

NTEU and IRS

SEIU Local 73 and Illinois Secretary of State

UNITE HERE Locals 1 and 450 and Chicago area hotels (Regular panel and special subcontracting panel)

Interest Arbitration: Extensive experience as interest arbitrator in public and private sectors in Illinois and Wisconsin as well as in the federal sector while serving as a member of the Federal Service Impasses Panel. Issued interest arbitration award establishing the first worldwide master collective bargaining agreement between Nat'l Treasury Employees Union and U.S. Bureau of Customs and Border Protection.

Mediation: Extensive experience mediating collective bargaining negotiations in the public and federal sectors, grievances and individual employment claims. Successfully mediated dozens of mid-term and end-term negotiations while serving as member of Federal Service Impasses Panel, including master nationwide collective bargaining agreement between National Fed'n of Fed. Employees and U.S. Forest Service. Mediated 2015-16 collective bargaining negotiations between Chicago Teachers Union and Chicago Board of Education.

**MARTIN H. MALIN**  
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**SCHEDULE OF FEES**  
**UNION-MANAGEMENT DISPUTE RESOLUTION SERVICES**  
(effective January 2, 2019)

Grievance Arbitration: \$1,600.00 for each day of hearing and study and preparation of Opinion and Award

Fact Finding & Interest Arbitration: \$1,750.00 for each day of hearing and study and preparation of Findings of Fact or Opinion and Award

Mediation: \$1,750.00 per day with an additional charge of \$300.00 per hour for each hour in excess of eight in one day. For time spent other than in in-person sessions, such as telephone caucuses and conference calls, a charge of \$300.00 per hour will apply.

Travel: Travel expenses and travel time will be charged for cases outside the Greater Chicago Metropolitan Area. Where the arbitrator incurs cancellation fees due to late cancellation by the parties, such as a hotel which requires cancellation of reservations prior to the scheduled date of arrival, such cancellation fees will be billed to the parties in addition to the arbitrator's cancellation fee.

Cancellation Fee: one-half day if notice of cancellation of any particular hearing date or mediation session is given less than four weeks before the scheduled start of the hearing or mediation; one day if notice is given less than two weeks prior to the scheduled start of the hearing or mediation (regardless of whether the date is rescheduled).

Joint & Several Liability: As a courtesy, the arbitrator will bill the parties in accordance with their agreement allocating responsibility between them for the fee, but both parties remain jointly and severally liable for the entire fee.

Interim Billing: In his discretion, the arbitrator may submit an interim bill, particularly where a hearing has been held and the arbitrator has incurred significant out-of-pocket travel expenses.