

**ELIZABETH SIMON**

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**Occupation:** Arbitrator, Mediator, Attorney  
**Education:** J.D., - Loyola University School of Law  
B.A., 1974 - Vassar College

**Professional Memberships:**

American Bar Association  
Association for Conflict Resolution-Chicago (Past President)  
Association of Attorney-Mediators  
Illinois State Bar Association  
International Academy of Dispute Resolution (Board of Directors)  
Labor and Employment Relations Association

**Listed Panels:**

American Arbitration Association (Labor, Employment, Mediation)  
Chicago Housing Authority  
Federal Mediation and Conciliation Service  
Financial Industry Regulatory Authority  
Illinois State Board of Education  
National Mediation Board  
State Educator Preparation and Licensure Board  
State University Civil Service System  
U.S. Post Office

**Experience:** ADR Solutions3, Sole Proprietor, (2010-present)  
Arbitration and mediation practice focused on employment, labor and commercial matters.  
Adjunct Faculty (2012-present): Loyola University School of Law.  
Prior Positions include:

Elmhurst Memorial Hospital, Employment Counsel  
Federal Aviation Administration, Manager, ADR  
FMC Corporation, Labor & Employment Counsel  
City of Chicago, Office of Corporation Counsel, Labor Relations  
Haley, Bader & Potts, Associate

**Issues Arbitrated:** Absenteeism; Assignments and work schedules; Bargaining unit work; Benefits (including bonus, holidays, vacation, leave); Call-in procedures; Conduct (including off-duty); Discrimination; Effect of past practice; Hiring practices; Insubordination; Job classification and determination of qualifications; Management rights; Refusal to perform a dangerous job; Safety of working conditions; Seniority (bidding, bumping, layoff, recall); Performance ratings and unsatisfactory work performance; Procedural and Due Process Issues (arbitrability, notice and reasonableness of rules, adequacy of investigation and other due process concerns and issues); Smoking policies; Subcontracting; Theft; USERRA.

Elizabeth Simon

Page 2

**Industries Arbitrated:** Automotive; Building Products; Chemicals; Communications; Education; Food Manufacturing/Processing/Service; Food Stores; Foundry; Health Care; Local and state government, including education, transit; Machinery; Manufacturing; Nuclear Energy; Office Workers/Clerical; Police and Fire; Public Utilities; Retail Stores; Steel; Transportation.

**Public Sector Experience:** Federal and State level, primarily discipline, discharge, discrimination.

**Fees:** \$1400/day labor arbitration; \$2000/day mediation. Study/preparation time to be pro-rated based, based on 8-hour day.

Cancellation Fees: One day's fee if canceled less than 14 days prior to hearing.

Travel: No charge within Chicago metropolitan area; actual costs of travel outside Chicago metropolitan area are based on IRS mileage rate and other reasonable expenses incurred. A minimum one-half day per diem will be charged for travel required the day before or day after the hearing.