

## **JEANNE M. VONHOF**

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**Occupation:** Arbitrator, Mediator

**Education:** J.D., 1982 - University of Illinois, Magna cum Laude  
B.A., 1974 - Beloit College  
Also took five graduate level courses in labor and industrial relations at the  
Institute for Labor and Industrial Relations at the University of Illinois.

**Professional Memberships:** National Academy of Arbitrators, Admitted 1998,  
Region 11 Chair, 2002-2004  
American Arbitration Association  
Labor and Employment Relations Association  
President, Chicago Chapter, 1996-1997

**Listed Panels:** American Arbitration Association  
Federal Mediation and Conciliation Service  
National Mediation Board  
Illinois Educational Labor Relations Board  
Internal Revenue Service (National Treasury Employees)  
A T & T / IBEW / CWA – various regions and locals  
Chicago Board of Education / Chicago Teachers Union  
Chicago Transit Authority / IBEW / ATU – several locals  
U S Dept. of Labor and National Council of Field Labor Locals AFGE  
Dept. of Homeland Security – Eastern Region / American Federation of  
Government Employees – local and national  
Goodyear Tire / United Steel Workers  
Iron Ore Industry Board / Steelworkers  
Mittal Steel Company / United Steelworkers, Local 1010  
Silberline Mfg. / USW  
United Airlines / Association of Flight Attendants  
United Airlines / International Association of Machinists / Airline Mechanics  
Fraternal Association  
U S Postal service / American Postal Workers Union

Also served as Permanent Arbitrator for Bethlehem Steel, LTV Steel and  
TWA before bankruptcies  
Regular arbitration, expedited arbitration, interest arbitration, grievance  
mediation, neutral evaluation of cases, work under neutrality agreements

**Experience:** Adjunct Professor, Indiana University, since 1990, teaching arbitration, labor and employment law, including courses on the Family and Medical Leave Act, sexual harassment, drugs and alcohol, disabilities and discrimination.

Issues Arbitrated: Absenteeism; Bargaining unit work; Benefits (including bonus, holidays, vacation, leave, insurance, health care, disability leave); Call-in procedures; Conduct (including off-duty); Demotions; Discrimination (age, race, gender, language, national origin, religion, disability, sexual orientation and harassment); Family and Medical Leave Act and other types of leave; Hiring practices; Jurisdictional disputes; Seniority (bidding, bumping, promotion, layoff, transfer, recall and incumbency rights); Smoking policies; Subcontracting; Job classification and determination of qualifications; Union Recognition; Assignments and work schedules; Training; Safety of working conditions; Wage rates, including incentive, merit, special qualification and overtime pay; Effect of past practice; Management rights; Arbitrability; Operation of the grievance procedure; Insubordination; Performance rating and unsatisfactory work performance; Violent and threats to supervisors or other employees; Strikes, lockouts, work stoppages, work slowdowns; Theft; Fraud; Fighting; Sleeping on the job; Refusal to perform a dangerous job; Sexual harassment; Notice and reasonableness of the rules; Credibility determinations; Use of corrective progressive discipline; Last Chance Agreements; Consideration of the employee's past employment record; Adequacy of the investigation and other procedural and due process concerns and other issues.

Industries Arbitrated: Airlines; Automotive; Bakery; Building Products; Cement; Chemicals; Communications; Confectionary; Construction; Education; Electrical Equipment/Appliance; Electronics; Entertainment/Arts; Federal Sector, including law enforcement, federal prisons; Food Manufacturing/Processing/Service; Foundry; Health Care; Hotels/Motels/Casino/Resorts; Hospital/Local and state government, including education, transit (urban and suburban), health care, forest preserve and park districts; Nursing Home; Iron; Lumber; Machinery; Maritime, Meat Packing; Metal Fabrication; Mining, Nuclear Energy; Office Workers/Clerical; Organizations; Packaging; Petroleum/Petrochemicals; Plastics; Police and Fire; Printing and publishing; Public Utilities, Pulp and Paper; Retail Stores; Rubber/Tires; Steel; Stone/Quarry; Transportation; Trucking and Storage; Utilities; Warehousing and others.

Public Sector Experience: Grievance and interest arbitration experience with unions and many public sector employers.

**Fees:** \$1200/day arbitration / \$1500 day mediation

Cancellation Fees: One day's fee if canceled or postponed less than 28 calendar days before the hearing.

Travel Fees: If more than two hours of travel required round trip – prorated per diem fee. Reasonable expenses of travel to be split between the parties.

Clerical and docketing fees