

MARY JO SCHIAVONI
ARBITRATOR

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EDUCATION: BA POLITICAL SCIENCE OBERLIN COLLEGE 1970 JD LABOR LAW
UNIVERSITY OF WISCONSIN 1974 **Languages: Spanish and Italian**

PROFESSIONAL AFFILIATIONS: Professional Affiliations: National Academy of Arbitrators, AAA, FMCS, National Mediation Board, Wisconsin Employment Relations Commission Ad Hoc Arbitration Panel, Iowa PERB, State of Illinois and AFSCME Council 31 Permanent Panel (1994-5/2009) United States Post Office and Mail Handlers Union Expedited Panel; Chicago Transit Authority and Amalgamated Transit Union Locals 241 and 308 Permanent Panel. Private Panel - First Energy Corporation and Local 270 and 270 Perry Technicians of the Utility Workers Union of America (UWUA).

WORK HISTORY/ARBITRATION/LABOR RELATIONS EXPERIENCE: Has issued about 325 labor arbitration awards involving the full range of employment, and contractual issues. Thirteen years with the Wisconsin Employment Relations Commission as an arbitrator, mediator, consensus bargaining facilitator, and hearing examiner handling over 200 arbitrations and 100 grievance mediations, 150 public sector arbitrations and 70 private sector arbitrations. When at WERC handled over 275 interest-arbitrations cases as a mediator. Since leaving the WERC, handled 12 interest arbitrations as an arbitrator in Wisconsin and Minnesota.

Public sector cases have involved state, county, and municipal clerical employees, courthouse personnel, custodians, firefighters, law enforcement personnel both dispatchers and deputies/police/correctional officers, nurses, state, county, and municipal professional employees such as librarians, social workers, psychologists, accountants, blue collar employees such as highway and public works employees, utility and sewage employees, sanitation employees, truck drivers, bus drivers, equipment operators, craft employees, technical employees, and employees in the education area including state universities and school districts involving teachers and other educational professionals, and educational support staff such as secretaries, aides, bus drivers, and food service workers.

Private sector industries include agriculture, bakery, banking and credit unions, carpentry, chemical, communications, construction, dairy, food processing, foundry, hospitals and nursing homes, lumber, manufacturing, metal fabrication, maritime/shipbuilding and dry/dock, newspapers, non-profit agencies, private education, printing and publishing, trucking and storage, waste management,

ARBITRATION EXPERIENCE: Substantive and procedural arbitrability, contract interpretation/application involving past practice and bargaining history, seniority/ability, transfer, lay-off, bumping, recall, job bid/posting/upgrading, subcontracting, supervisors and non-bargaining unit employees performing bargaining unit work, scheduling of work, management rights, use and misuse of vacation, sick leave and holiday pay, wages/rates of pay, incentives, retiree benefits, overtime, past practice discipline and discharge cases involving but not limited to absenteeism, alcohol and drug use, last chance agreements, picket line misconduct and reinstatement, and demotion.

FEES: Per Diem: \$1000 per eight hour day. Includes travel calculated from the State Capitol in St. Paul. Effective August 15, I am changing my cancellation fee as follows: A cancellation fee of \$500 for postponements or cancellations within twenty (20) calendar days of the hearing. A cancellation fee of \$1000 is charged for cases cancelled or postponed within 7 calendar days of hearing. Mileage charged at the current IRS rate.

LICENSES: Law: Wisconsin, 1974 and Ohio (1980, currently inactive) Teachers: Ohio (Prov. Expired)

8/8/2012