

Bradley A. Areheart

Arbitrator, Professor of Law

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per diem labor arbitration fees; cancellation

Fees: \$1,900 per day up to 7 hours. Interest arbitration is charged at \$2,200 per day. The per diem rate is applied to hearings, study, award preparation, and travel. A minimum of one day will be charged for a hearing.

Travel: **All travel will be calculated from the Minneapolis-St. Paul Airport.** Automobile travel is charged at the IRS rate. Lodging and meals are charged at cost.

Cancellations: One day's per diem will be charged for each scheduled hearing day postponed or cancelled with less than fourteen (14) day's notice.

Payment responsibility: All parties are jointly and severally liable for arbitration fees and expenses. Payment terms: Net 30 days from the date of the invoice regardless of any appeals. Interest compounds at 2% per month thereafter.

labor arbitration experience

Have served as arbitrator in about 100 labor arbitrations involving interest/ bargaining, discipline/ termination, and contract interpretation issues. Have experience arbitrating labor disputes in public sector (military, defense contractors, health services, fire, and police), and private sector (aerospace, construction, media, education, food/ beverage, telecommunications, transportation, and nuclear).

Permanent Panels:

- U.S. Postal Service & National Association of Letter Carriers (Region 8)
- Southern Nevada Operating and Maintenance Engineers Apprenticeship and Training Trust Fund
- Southern California Operating and Maintenance Engineers Apprenticeship and Training Trust Fund
- Foreign Service Grievance Board
- U.S. Air Force (Robins AFB) and American Federation of Government Employees
- USDA, Food Safety & Inspection Service (FSIS) and Nat'l Joint Council Food Inspection Locals, AFGE
- International Union of Operating Engineers and Cincinnati Public Schools
- Consolidated Nuclear Security and the Atomic Trades and Labor Council, AFL-CIO

National Labor Rosters:

Federal Mediation and Conciliation Service, 2022-

American Arbitration Association, 2023-

Labor Relations Connection, 2022-

National Mediation Board, 2023-

State and Local Government Rosters: California Public Employment Relations Board; Michigan Employment Relations Commission; Pennsylvania Labor Relations Board; Montana Board of Personnel Appeals; Kansas DOL Mediator and Fact Finder; Minnesota Bureau of Mediation Services; Nevada Government Employee-Management Relations Board; Phoenix Employment Relations Board; California State Mediation and Conciliation Service, Los Angeles County Employee Relations Commission; Oregon Employment Relations Board Arbitrator Panel, Texas Independent Hearing Officer (teacher tenure panel), Louisville Labor-Management Committee; Ohio SERB

Court ADR Rosters: U.S. District Court, E. District of Tennessee; U.S. District Court, W. District of Texas

Published Labor Awards: Firestone Building Prods. Co., 2023 BNA LA 117 (2023); Firestone Building Prods. Co., 2023 BNA LA 118 (2023)

Professional Associations: Labor Law Group, LERA, Society of Federal Labor and Employee Relations Professionals, Knoxville Bar Association, and American Bar Association

Related Publications & Speaking (last 2 years only)

Have written and spoken extensively on labor and employment law. Have also written about alternative dispute resolution. Have been published in the most competitive law journals, including Minnesota Law Review, Yale Law Journal, University of Chicago Law Review, and Michigan Law Review. A full list of publications and/or honors is available upon request.

- Faculty/Speaker, *Discipline and Discharge for Off-Duty Conduct: Social Media, Protests, and More*, American Arbitration Association (Sept. 2025)
- Speaker, *What Does the Arbitrator Say?*, Georgia Labor Management Conference (June 2025)
- Faculty/Speaker, *The Current State of Non-Competes*, American Arbitration Association (Nov. 2024)
- TENNESSEE EMPLOYMENT LAW (Lexis/Matthew Bender & Co.) (600-page treatise) (2025)
- LABOR LAW: COLLECTIVE BARGAINING IN A FREE SOCIETY (with Richard A. Bales and Rafael Gely) (8th ed. West Academic 2024) (academic textbook)
- *Arbitral Subpoenas*, in U.S. ARBITRATION LAW AT THE FEDERAL ARBITRATION ACT'S CENTENARY: SUCCESSSES, FAILURES, AND A ROADMAP FOR REFORM (book chapter) (Jill Gross & Rick Bales eds., Cambridge University Press 2024)
- Panelist, *Best Practices in Labor Arbitration*, Tennessee Labor Management Conference (Aug. 2024)
- Faculty/Speaker, *Is that Really What the Contract Says? Presenting Contract Interpretation Grievances*, American Arbitration Association (Oct. 2023)
- Panelist, *Labor & Employment Arbitration*, Arbitration Symposium at University of Tennessee College of Law (Sept. 2023)
- Panelist, *Arbitration Topics Discussion*, Tennessee Labor Management Conference (Sept. 2023)
- Speaker, *Introduction to the NLRA*, Tennessee Labor Management Conference (Sept. 2023)
- Speaker, *Labor Law Update: Recent SCOTUS and 11th Circuit Court Cases*, Georgia Labor Management Conference (June 2023)
- Panelist, *Your First Year as a Labor Arbitrator*, LERA Annual Conference (June 2023)

labor arbitration training

- 2024 **NAA:** Arbitrator Training (Dallas, TX) (6 hours)
- 2023 **NAA:** Airline Arbitration Training (Denver, CO) (4 hours)
- 2023 **NARR:** Railroad Arbitration Training (8 hours)
- AAA:** Arbitration Fundamentals and Best Practices for New AAA Arbitrators (2 days); ACE23 Panelist Safety and Security; Awarding Attorney Fees, Costs and Post-Award Interest in Arbitrations;
- 2019- ACE22: Process Essentials for AAA Arbitrators; ACE21 Impartiality: Do You Know Where Your Biases Are?; The American Arbitration Association's Adoption of Initial Employment and FLSA Discovery Protocols; ACE20 Cyber Security: A Shared Responsibility; AAA Arbitration Awards—Safeguarding, Deciding and Writing Awards
- 2021 **FMCS:** Becoming a Labor Arbitrator (5 days); Arbitrating in the Federal Sector (2 days)

education

- 2005 JD with honors, **University of Texas School of Law**
Texas Law Review
- 2001 BA cum laude, **Baylor University**
Major in Philosophy

professional experience

Over a decade teaching as a law professor. Teaches Contracts, Labor Law, Employment Law, Employment Discrimination, and Disability Law.

University of Tennessee College of Law

2020–
2016–20
2012–16
Professor of Law
Associate Professor of Law (with tenure)
Associate Professor of Law

Courses taught: business associations • contracts • disability law • employment discrimination
employment law • labor law

UT Haslam College of Business

2018–24
Teaches Employment Law as part of the M.S. in Management & Human Resources program

2008–10
DLA Piper, Associate, Austin, TX

2006–08
Jenner & Block, Associate, Dallas, TX

2005–06
Naman, Howell, Smith & Lee, Associate, Waco, TX

2001–02
Lake Air Middle School, English Teacher and Athletic Coach, Waco, TX

bar membership

2005
Texas