

# **GEORGE FLEISCHLI**

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## **PRESENT OCCUPATION**

Labor Arbitrator (Part Time; Semi-retired)

## **PROFESSIONAL AFFILIATION**

American Bar Association, Labor & Employment Law Section

College of Labor and Employment Lawyers, Inc.

National Academy of Arbitrators

## **EDUCATION**

1960 Springfield Junior College AA

1962 University of Illinois @ Urbana BS Business

1965 University of Illinois @ Urbana JD with Honors

1970 University of Illinois @ Urbana MA Labor Relations

## **ARBITRATION EXPERIENCE**

1981-Present: Arbitrator of labor disputes. Listed on FMCS panel. Most selections are direct or come from permanent panels (see below).

1975-1981: Gen. Counsel for Wisconsin Employment Relations Commission (WERC).

1970-1975: Mediation, Arbitration, Hearing Officer & Trial Examiner for WERC.

Handled disputes in public sector (cities, counties, school districts, state and others) and private sector: mediation, arbitration, and election and ULP proceedings for employers not pre-empted by NLRA or RLA.

1969-1970: Student and Research Assistant, Institute of Labor & Industrial Relations.

1966-1969: Judge Advocate, USAF. Handled numerous court martial and board proceedings, many involving work-related issues. Helped negotiate contract on behalf of the USAF under E.O. 10988.

1965-1966: Student and Research Assistant, Institute of Labor and Industrial Relations.

## **INDUSTRIES**

Aerospace, airlines, aluminum, automotive, bakery, beverage, building products, brewery, broadcasting, canning, chemicals, clothing, coal, communications, construction, dairy, distillery, education, electrical equipment/appliances, entertainment/arts, foundry, furniture, glass/pottery, grain mill, health care, hospitals hotels, nursing homes, iron, lumber, machinery, meat packing, metal fabrication, mining, nuclear energy, office workers/clerical, organizations, packaging, paint and varnish, police and fire, printing and publishing, prison guard, pulp and paper, rubber/tire, shipbuilding/dry dock, steel, stone/quarry, textile, transportation, trucking and storage, utilities, warehousing.

## **ISSUES**

Absenteeism, arbitrability, bargaining unit work, conduct (off-duty/personal), demotion, discipline (non-discharge), discipline (discharge), disability discrimination, race discrimination, sex discrimination, drug/alcohol offenses, bonus, holidays, insurance, leave, vacation, grievance mediation, health/ hospitalization, hiring practices, job performance, job posting/bidding, jurisdictional dispute, layoffs/bumping/recall, management rights, official time, past practices, pension and welfare plans,

## **PERMANENT PANELS**

Alcoa & USWA (Umpire); AT&T & IBEW; Allis Chalmers & UAW; Bituminous Coal Operators & UMW District 12; Briggs and Stratton & USWA; Centel & IBEW; Chicago area hotels & UNTE HERE; City of Chicago & AFSCME, IBT, Laborers, SEIU; City of Rockford & AFSCME; CNH & IAM, UAW; Cook County, Clerk, Sheriff, Chief Judge & AFSCME, NNOC, RWDSE, SEIU; Delphi Corp. & IUE-CWA; Fiat-Allis & UAW (Umpire); Harley Davidson & USWA; Hormel & UFCW; Illinois Secretary of State & SEIU; Illinois State Colleges and Universities & AFSCME, IPI, SEIU; IRS & NTEU; Kelly-Springfield & USWA; Metro Water/Chicago & IBFO, IBT, NCFO; Newell

Rubbermaid & USWA; Peabody Coal & UMW; Philips Components & IBEW; Procter & Gamble (St. Louis) & APGE; State of Illinois & AFSCME, IBT, etc.; State of Wisconsin & AFSCME, AFT, etc.; Silgan Containers & USWA (Umpire); Social Security Administration & AFGE; UPS & IPA; United Airlines & AFA, ALPA; World Color Press & GCIU.

### **ARBITRATION ROSTER(S)**

Federal Mediation and Conciliation Service.

### **PUBLISHED CASES**

Since 1977, rarely submits awards for publication. Most awards published by BNA are listed under biography in CDI's for volumes 51-60 and 61-70. Award published by BNA can be found at 69 LA 970. Award published by CCH can be found at 88-1 ARB 3657.

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### **SIGNIFICANT PUBLICATIONS**

The Duty to Bargain under E.O. 10988, JAG Law Review, May-June 1968; A Comparison of Wisconsin and Federal Labor Relations Acts, Comparative Labor Law Journal, Vol. 2, No. 1, 1977; Report and Recommendations to the Massachusetts Labor Relations Commission and Massachusetts Board of Conciliation and Arbitration, PERS, June 1980; ?Some Problems with the Administration of a Compulsory Final Offer Arbitration Law, Chicago Kent Law Review, Vol. 56, No. 2, 1980; Subcontracting and the Duty to Bargain in Public Employment, PERS Bulletin, May- June 1979. Reprinted in California Public Employee Relations, No. 47, December 1980; ?Bargaining with the Uniformed Services, Chapter 24, Portrait of a Process: Negotiations in Public Employment, Labor Relations Press, 1979 & 1985; When Can a Grievance Arbitrator Apply Outside Law Journal of Law and Education, Vol. 18, No. 4, 1989; The Arbitration of Plant Closing Disputes, New Perspectives on Old Issues, Proceedings of the 43rd Annual Meeting, NAA, BNA 1991; Presidential Address: Maintaining Impartiality in the Evolving World of Work,? Proceedings of the 58th Annual Meeting, NAA, BNA 2006.

### **PER DIEM FEE**

\$1,600

### **DOCKET FEE**

n/a

### **CANCEL FEE**

\$1,600

### **GRIEVANCE ARBITRATION**

### **CANCELLATION POLICY**

\$1,600 per scheduled day if notice is received less than 15 days before a scheduled day of hearing.

Any charges for canceled hotel/motel reservations or fees charged by airlines and travel agents for unused airline tickets will be billed to the parties.

### **INT ARBT, FACT FND & LABOR MED**

\$1,600 per day (8 hours - inclusive of breaks) for time spent on travel and conduct of hearings. or meetings. On hearing/meeting days, the minimum billing is for a whole day. However, if the hearing/meeting takes less than 8 hours, the parties will be given credit for any time spent on travel on that day. If the hearing/meeting time plus travel time on a hearing day exceeds 8 hours, the parties may be billed for all time in excess of 8 hours that day.

### **TRAVEL TIME**

Time spent on travel will be billed at \$1,600 per day or fraction thereof.

### **EXPENSES**

Costs of transportation, meals and lodging will be billed to the parties. Parties will be billed for cost of rental car or current IRS mileage rate for use of personal automobile.