

PHILLIP FINKELSTEIN, ARBITRATOR-FACT FINDER-ATTORNEY AT LAW

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Labor Relations Experience : 30 years in Public/Private sector including Collective Bargaining, Unit Determinations, Unfair Labor Practices, Litigation, Comparable Worth, Veteran's Preference, Grievance/Interest arbitration(advocate in over 150 Arbitrations)on topics including Just Cause, Progressive Discipline, Subjects of Bargaining, Benefits, Insurance, Pension, Management Rights, Seniority, Binding Past Practice, and Contract Interpretation. Also advised on EEOC, FMLA, ADA, ADEA, WARN, Pension.

Types: Police, Fire, Nurses, Healthcare (Private and Public Sector), Clerical, Confidential, Supervisory

Neutral Experience: 20+ years including AAA Panels on Employment Arbitration and AAA Commercial Arbitration, AAA Class Action Settlement Panel of Mediators/Arbitrators (800+Cases), Minnesota No Fault Insurance Arbitration Panel and Hennepin County Small Claims Court Referee. Current Arbitration Panels include: AAA Commercial and Employment Panels, FINRA, States of Minnesota, Nevada, Montana and FMCS.

Neutral Labor Cases have included Discipline, Termination, Contractual Interpretation, Management Rights, Binding Past Practice, Pension, Wage Rates, Benefits, Initial/ Successor Contracts.

Types: Police, Deputies, Grounds, Maintenance, Financial, Education and Supervisory Employees.

Employment History:

June 1992-Present Phillip Finkelstein, Arbitrator and Attorney At Law

November 2011-May 2014 Legal Counsel, November 1988-June 2009 Staff Attorney Minnesota Nurses Association (20,000 members)

May 1983-November1988 Staff Attorney Law Enforcement Labor Services (3500 members)

Training: FMCS Arbitrator Institute, Hamline University Certified Mediator Training, Law Degree University of Minnesota Law School, Numerous CLES and AAA courses on Arbitration and ADR.

Per Diem Fee: \$1200 per day of hearing and study plus incurred expenses ie mileage at IRS rate, lodging, food and air fare where appropriate.

Cancellation Fee: \$1200 per scheduled day of hearing plus expenses if cancelled within 30 days of Hearing. Cancellation Fee not assessed if Hearing rescheduled and heard within 60 days.

Outside Activities: St. Louis Park City Council 2004 through 2012, Past AAA Board of Director

Dated: March 3, 2021

