Peter J. Hanlon, M.A.

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Present Occupation: Arbitrator
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PROFESSIONAL AFFILIATIONS:

Central Ohio Labor and Employment Relations Association (Member and Former Board Member)
Labor and Employment Relations Association, Virtual Chapter
Ohio/Kentucky NAA Salon

EDUCATION:

The University of Akron, Akron, OH, M.A., Counseling Psychology, 1992
The College of Wooster, Wooster, OH, B.A., Psychology, 1989

SPECIALIZED EXPERIENCE:

FINRA Basic Arbitrator Training, FINRA, 2025
Certificate in Human Relations, Cornell University, 2025
Certificate in Paralegal Studies, Gateway Community College, 2022
FMCS Becoming a Labor Arbitrator, FMCS, 2021

EXPERIENCE:

Member Resource Center Director, SEIU/District 1199, August 2017 – September 2022. Developed, fostered, and maintained collegial relationships with internal and external stakeholders across three state region (Ohio, West Virginia, and Kentucky). Managed a team that serviced 25,000-member union. Successfully started innovative program to provide improved communication between members and their administrative organizers. Improved response time to member concerns and improved representation process. Improved time needed to process grievances and win improvements for members. Helped develop and improve processes for serving members. Worked to develop an electronic grievance system to better monitor the processing of members' grievances. Conducted mediations and arbitrations as union advocate regarding member grievances. Served as a clearinghouse for member grievances and supporting documentation. Consulted with union stewards about strategy in lower-level grievance meetings. Registered members for upcoming training and other union events. Made calls to new members to welcome them to the union and provide valuable orientation information. Generated membership cards for new and existing members. Distributed chapter contracts to members. Educated members regarding the benefits of being a union member.

Ohio State Chapter Vice-President, SEIU/District 1199, March 2013 – November 2017. Served 4 terms as elected member Vice-President representing approximately 4,000 State of Ohio employees in social services and medical sectors. Participated in grievance meetings, investigations, main table negotiations, and agency-specific negotiations.

Field Director, SEIU/District 1199, May 2016 – November 2016. Served as Field Director for progressive labor union's two state, three city member political program. Involved in independent expenditure program to elect endorsed political candidates and further ballot initiative involving increase in city's minimum wage. Supervised approximately 25 staff. Duties included: helping plan and implement organization's strategy and program, cutting turf and assignment of turf to canvassing staff through America Votes, facilitating in-service training, facilitating snowflake model of organizing, collecting daily numbers for canvassers, entering daily expenses into SCORE, processing weekly timesheets, processing new hire packets, providing daily briefings to canvassers, reviewing daily canvasser data before pushing to VAN, providing daily report to superiors regarding canvasser activity, and generating monthly reports regarding organizer activity.

Regional Coordinator, SEIU/District 1199, March 2012 – November 2012. Managed regional office of 30 employees involved in independent expenditure campaign. Duties included opening and closing office, troubleshooting, collecting daily data on canvasser activities, generating daily/weekly reports on canvasser results, conducting daily team meetings, tracking time and benefits, allocating resources to staff, and ensuring successful results.

ISSUES HANDLED AS ADVOCATE:

AWOL, Absenteeism, Shift and Assignment Bidding, Substance Use/Abuse, Conduct, Disability, Discrimination, Discipline (Reprimands, Suspensions, Fines), Discharge, Harassment, FMLA, Insubordination, Performance, Med Errors, Theft, Social Media, Abuse/Neglect, Use of Force, Pay, Officer in Charge Pay, Longevity, Raises, Contract Interpretation, Expedited Arbitration, and Work Violence.

INDUSTRIES:

Hospital, Nursing Home, Developmental Disability Group Home and ICF, Youth and Adult Corrections, Adult and Youth Parole, Juvenile Detention Home, Mental Health, Developmental Center, Veteran's Home, Public Library, Head Start, University, and Public Education.

ARBITRATION ROSTERS:

FMCS Arbitration Roster; FINRA Dispute Resolution Services, The Labor Relations Connection, and City of Phoenix Employee Relations Board.

SPEAKER EVENTS:

LERA 78th Annual Meeting: Co-Chairperson, Assessing Just Cause During Disciplinary Investigations (2026).
28th NW Dispute Resolution Conference: Co-presenter, Using Trauma-Informed Care to Drive Advocacy and Arbitration Practice (2026).
AFSCME and SEIU Member Resource Director Meeting: Co-presenter, Understanding the role that Member Resource Centers play in member sign-up and retention (2019).
Ohio Employee Assistance Annual Resource Conference: Panelist, Strategies to Recognize and Intervene with Struggling Employees (2016).

PUBLICATIONS:

Measurement and Evaluation in Counseling and Development, Psychometric Analysis of the College Student Reasons for Living Inventory (1996).