

National Academy of Arbitrators

2009 Annual Meeting

May 20 - 23, 2009

Chicago, IL

DUE PROCESS



The Chicago Fairmont

200 N Columbus Dr

Chicago, IL 60601

Guest Program as of print date January 29, 2009

THE HOTEL

The Chicago Fairmont is located at 200 N Columbus Dr, Chicago, IL, 60601. The Academy's block of guest rooms at a special conference rate of **\$195** for a standard single/double room **is limited**; rooms in our block will be **available until April 7, 2009, or until our block is sold out, whichever occurs first**. Attendees will be eligible for the conference rate of \$195 for a standard single/double room **only as long as rooms in the Academy's room block remain available**. Room reservations may be made by calling the Fairmont at 312-565-8000. **Please make certain that your reservation is assigned to the National Academy of Arbitrators' room block**. Contact the hotel directly for information on suites. Each room reservation must be guaranteed by a first night's deposit either by check or a credit card acceptable to the Chicago Fairmont.

MEETING REGISTRATION

Each registration includes one non-transferable registrant ticket for the following events: Wednesday Wine and Cheese Reception, Thursday Luncheon, Friday Luncheon, and Friday Dinner. Tickets are available at an additional cost for spouse/companions/partners to attend all ticketed events. Spouse/Companions/Partners tickets are transferable. Tickets will be collected for all meal events.

Please return the enclosed registration form or register on the NAA Website, www.naarb.org at your earliest convenience.

REGISTRATION FEE SCHEDULE:

Paid or Postmarked March 1 – April 25, 2009:

Advocacy Training Program Only	\$229
Annual Meeting Only	\$650
Advocacy Training & Annual Meeting Combo	\$799

Paid or Postmarked after April 25, 2009:

Advocacy Training Program Only	\$269
Annual Meeting Only	\$725
Advocacy Training & Annual Meeting Combo	\$899

Payment must accompany registration. Only those registrants whose full registration fees have been received at the NAA Operations Center by April 27, 2009 will appear on the Participant List. No supplemental lists will be prepared.

Only cancellations received by April 27, 2009, will be guaranteed a refund of the meeting fees and/or an abatement of unpaid costs, minus a \$100 processing fee. Registrants who register and fail to attend will receive post-meeting invoices for their outstanding balances. Please Note: The Academy accepts MasterCard and Visa only – and all fees are payable in U.S. Funds.

Tuesday, May 19, 2009

- 1:00 p.m. – 5:00 p.m. NAA Registration Desk
- 1:30 p.m. – 5:00 p.m. Board of Governors
- 1:30 p.m. – 5:00 p.m. Membership Committee

Wednesday, May 20, 2009

- 8:00 a.m. – 6:00 p.m. NAA Registration Desk
- 8:00 a.m. – 5:00 p.m. Board of Governors
- 8:00 a.m. – 5:00 p.m. Membership Committee
- 8:00 a.m. – 2:30 p.m. New Member Orientation
- 8:00 a.m. – 5:00 p.m. CPRG
- 12:00 p.m. – 1:30 p.m. New Member Luncheon
(Invitation Only)
- 1:00 p.m. – 5:00 p.m. Advocacy Continuing Education Program
(Additional Fee)

EMERGING PROBLEMS IN EVIDENCE

- 5:00 p.m. – 6:00 p.m. Advocacy Wine & Cheese Reception
- 5:30 p.m. – 6:30 p.m. NAA Wine & Cheese Reception

Thursday, May 21, 2009

7:00 a.m. – 8:00 a.m. Committee Meetings TBD

8:00 a.m. – 5:00 p.m. NAA Registration Desk

8:30 a.m. – 8:45 a.m. Welcome and Introductory Remarks

Michel G. Picher NAA President <i>Ottawa, ON</i>	Barry E. Simon Chair Host Committee <i>Arlington Heights, IL</i>	Martin H. Malin Chair Program Committee <i>Chicago, IL</i>
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8:45 a.m. – 10:15 a.m. Plenary

DILEMMAS OF DUE PROCESS

The audience plays the role of arbitrator in a series of cases presenting issues of due process in grievance arbitration, then compares its decision with those of a distinguished panel of three experienced arbitrators.

Moderator:

Daniel J. Nielsen, NAA
Racine, WI

Arbitrators:

Margaret R. Brogan, NAA <i>Narberth, PA</i>	Jeanne M. Vonhof, NAA <i>Chicago, IL</i>
R. Douglas Collins, NAA <i>Hermosa Beach, CA</i>	

Advocates:

James Baird Seyfarth, Shaw <i>Chicago, IL</i>	Barbara Zack Quindel Hawks, Quindel, Ehlke & Perry <i>Milwaukee, WI</i>
Thomas J. Edstrom Supervising Counsel AFSCME Council 31 <i>Chicago, IL</i>	Mark F. Vetter Davis & Kuelthau, S.C. <i>Brookfield, WI</i>

10:15 a.m. – 10:45 a.m. Break

Thursday, May 21, 2009 (Continued)

10:45 a.m. – 12:15 p.m. Plenary

***HOW MUCH PROCESS ARE YOU DUE? BALANCING DUE
PROCESS AND ACCESS TO JUSTICE***

Labor arbitration is increasingly criticized for an over-emphasis on procedural legalities at the expense of efficiency, process and cost to the parties. The panel will discuss basic due process or fairness requirements to be afforded to a grievant in an arbitration proceeding; whether these requirements differ in public and private sector settings; and how the parties and arbitrators can foster the appropriate balance of necessary protections with speed and cost effectiveness necessary to ensure a just result.

Moderator:

Rosemary A. Townley, NAA
Larchmont, NY

Panelists:

Violette M. Clark
Laner, Muchin, Dombrow, Becker,
Levin & Tominberg
Chicago, IL

Susan T. Mackenzie, NAA
New York, NY

Alexia M. Kulwicz
Chief Counsel
SEIU Local 1
Chicago, IL

Margo R. Newman, NAA
Toronto, ON

12:15 p.m. – 2:15 p.m. Distinguished Speaker Luncheon

Leo W. Gerard

International President, United Steelworkers
Pittsburgh, PA

Thursday, May 21, 2009 (Continued)

2:30 p.m. – 4:00 p.m. Concurrent Session

***DUE PROCESS IN EMPLOYMENT ARBITRATION, THE ARBITRATION
FAIRNESS ACT AND THE FUTURE OF THE PROCESS***

In 2007, the Academy sponsored a conference to consider the advisability of a sequel to the Due Process Protocol. That same year, the Arbitration Fairness Act, banning mandatory pre-dispute arbitration, was introduced in Congress. Come and hear the Arbitration Fairness Act argued by knowledgeable opponents and proponents and listen as panelists, active in examining due process issues in employment arbitration, discuss the future of mandatory pre-dispute arbitration.

Moderator & Presenter:

Sharon Henderson Ellis, NAA
Brookline, MA

Presenters:

Jacquelin F. Drucker, NAA
New York, NY

Cliff Palefsky
McGuinn, Hillsman
& Palefsky, PC
San Francisco, CA

Philip A. Miscimarra
Morgan, Lewis & Bockius, LLP
Chicago, IL

Theodore J. St. Antoine, NAA
Ann Arbor, MI

2:30 p.m. – 4:00 p.m. Concurrent Session

RELIGIOUS CONFLICT IN THE WORKPLACE

Increasingly, employers are finding themselves embroiled in religious conflicts caused by employees who insist on proselytizing co-workers or customers and by employees who refuse to perform duties because of religious objections. How should employers and unions handle such conflicts? What standards should arbitrators use when deciding such cases? Alas, prayer is not the answer.

Presenter:

Michael Wolf, NAA
Washington, DC

Thursday, May 21, 2009 (Continued)

2:30 p.m. – 4:00 p.m. Concurrent Session
INTEREST ARBITRATION

Interest arbitration has received increased attention due to its application to private sector first contracts under the proposed Employee Free Choice Act. A panel of arbitrators and advocates from a variety of states will discuss the similarities and differences among different state interest arbitration statutes and practices.

Moderators:

Richard N. Block, NAA
East Lansing, MI

Joyce M. Najita, NAA
Honolulu, HI

Presenters:

Matthew M. Franckiewicz, NAA
Wilmerding, PA

Edward B. Krinsky, NAA
Madison, WI

Ronald Hoh, NAA
St. Louis, MO

Commentators:

Dennis B. Dubay
Keller Thoma PC
Detroit, MI

Thomas F. Sonneborn
General Counsel
Illinois Fraternal Order of
Police Labor Council
Springfield, IL

2:30 p.m. – 4:00 p.m. Concurrent Session
SURVEILLANCE AND MONITORING

Following initial brief presentations from two advocates and two arbitrators, this session will feature an interactive discussion of surveillance and monitoring issues through several short hypothetical problems.

Moderator:

Mei Liang Bickner, NAA
Newport Beach, CA

Presenters:

Thomas Angelo, NAA
Mill Valley, CA

Fern M. Steiner
Tosdal, Smith, Steiner & Wax
San Diego, CA

William D. Cluster
Gibson, Dunn & Crutcher, LLP
Newport Beach, CA

Alan A. Symonette, NAA
Philadelphia, PA

Susan Grody Ruben, NAA
Cleveland, OH

Thursday, May 21, 2009 (Continued)

2:30 p.m. – 4:00 p.m. Concurrent Session

REMEDIES IN DISCIPLINE CASES

Disciplinary remedies will be addressed from labor, management and arbitral perspectives, highlighting the differences between the public and private sectors and between U.S. and Canadian approaches. Topics may include: an update on significant judicial and arbitration cases; reinstatement without back pay; damages in lieu of reinstatement; remedies for due process violations; front pay; last chance agreements; and attorneys fees.

Moderator:

Robert W. Landau, NAA
Anchorage, AK

Panelists:

Emily M. Burke, NAA
Vancouver, BC

Lisa Salkovitz Kohn, NAA
Chicago, IL

J. Stuart Garbutt
Meckler, Bulger, Tilson
Marick & Pearson, LLP
Chicago, IL

N. Elizabeth Reynolds
Allison, Slutsky & Kennedy, PC
Chicago, IL

4:00 p.m. – 5:00 p.m. Committee Meetings TBD

Friday, May 22, 2009

8:00 a.m. – 9:00 a.m. Committee Meetings TBD

8:00 a.m. – 5:00 p.m. NAA Registration Desk

Friday, May 22, 2009 (Continued)

9:00 a.m. – 10:30 a.m. Plenary

GRIEVANCE MEDIATION: WHY SOME USE IT AND OTHERS DON'T

The statistics quoted by advocates of grievance mediation show that it is faster, less expensive, and more capable of achieving mutually satisfactory outcomes. Yet, grievance mediation runs a distant second to arbitration in most U.S. industries. On the other hand, it is widely used in some parts of Canada. This session will explore the factors that facilitate or impede the use of grievance mediation

Moderator:

Richard M. Brown, NAA
Manotick, ON

Presenters:

Stephen B. Goldberg, NAA
Chicago, IL

Kevin Whitaker, Chair
Ontario Labour Relations Board
Toronto, ON

Commentators:

Mei Liang Bickner, NAA
Newport Beach, CA

Marilyn Pearson
DLA Piper US LLP
Chicago, IL

James Hayes
Cavalluzzo Hayes Shilton
McIntrye & Cornish LLP
Toronto, ON

10:45 a.m. – 12:15 p.m. Industry Specific Concurrent Session

PUBLIC SECTOR - CONSTITUTIONAL ISSUES IN THE PUBLIC SECTOR WORKPLACE

Moderator & Presenter:

Sherwood Malamud, NAA
Madison, WI

Panelists:

James Q. Brenwald
Assistant Chief Labor Negotiator
City of Chicago Law Department
Chicago, IL

Paul R. Klenck
Deputy General Counsel
Illinois Education Association -
NEA
Chicago, IL

Friday, May 22, 2009 (Continued)

10:45 a.m. – 12:15 p.m.Industry Specific Concurrent Session

AIRLINES - THE INDUSTRY'S FUTURE; IT'S UP IN THE AIR

Moderator:

Diane Massey, NAA
Sugar Land, TX

Panelists:

Cathy McCann
Vice President of People
American Eagle Airlines
Ft. Worth, TX

Brian Sweep
Executive Administrator/
Grievance Chair
Eagle MEC, ALPA
Eules, TX

Peter Rutter
Senior Staff Specialist
Labor Strategy - Onboard Services
United Airlines
Elk Grove Township, IL

Maria I. Torre
MEC Grievance Chairperson
AFA
Rosemont, IL

10:45 a.m. – 12:15 p.m.Industry Specific Concurrent Session

RAILROADS - DUE PROCESS IN THE RAILROAD INDUSTRY

Moderator:

Barry E. Simon, NAA
Arlington Heights, IL

Panelists:

John B. LaRocco, NAA
Sacramento, CA

John M. Moreau, NAA
Calgary, AB

Harold Mobley
Vice President Labor Relations
Norfolk Southern Corp.
Norfolk, VA

Steven Powers
Special Assistant to the President
Brotherhood of Maintenance of
Way Employees Division
Int'l Brotherhood of Teamsters
Chicago, IL

Friday, May 22, 2009 (Continued)

10:45 a.m. – 12:15 p.m. Industry Specific Concurrent Session

POSTAL SERVICE

Moderator:

Ruben R. Armendariz, NAA
San Antonio, TX

Panelists:

Kevin B. Rachel Manager Collective Bargaining & Arbitration U.S. Postal Service <i>Washington, DC</i>	Fred Rolando Executive Vice President National Association of Letter Carriers <i>Washington, DC</i>
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10:45 a.m. – 12:15 p.m. Canadian Specific Concurrent Session

THE OUTER LIMITS OF THE DUTY TO ACCOMMODATE IN CANADA

Canadian arbitrators often hear grievances alleging a breach of a statutory prohibition against discrimination on grounds such as sex, disability and religion. Where this prohibition applies, employers have a duty to accommodate the greivor to the point of undue hardship. This session will explore controversial scenarios raising the question whether this duty applies.

Moderator:

Richard M. Brown, NAA
Manotick, ON

Panelists:

Steven Barrett Sack Goldblatt Mitchell, LLP <i>Toronto, ON</i>	Angela Rae Filion Wakely Thorup Angelleti LLP <i>Toronto, ON</i>
Brian Etherington University of Windsor Faculty of Law <i>Windsor, ON</i>	

Friday, May 22, 2009 (Continued)

12:30 p.m. – 2:00 p.m. Presidential Luncheon

PRESIDENTIAL ADDRESS

Michel G. Picher, NAA President

Ottawa, ON

Introduction:

Gil Vernon, NAA

Eau Claire, WI

2:15 p.m. – 3:30 p.m. Concurrent Session

***HELP WANTED: DETECTING THE RATIONALE IN SIGNIFICANT
CONTRACT INTERPRETATION DISPUTES***

The tension between the potentially adverse impact of an award and the persuasiveness of that award: deciding the case on the basis of a “broad” rationale or a “narrow” rationale.

Moderator:

Jeffrey B. Tener, NAA

Princeton, NJ

Presenter:

Richard Mittenthal, NAA

Novi, MI

Commentators:

Marvin Gittler

Asher, Gittler, Greenfield & D’Alba Ltd.
Chicago, IL

Arthur B. Smith, Jr.

Ogletree, Deakins, Nash,
Smoak & Stewart, PC
Chicago, IL

2:15 p.m. – 3:30 p.m. Concurrent Session

NEW MEDIA ISSUES IN THE ENTERTAINMENT INDUSTRY

This session will focus on the contentious issues in the entertainment industry arising out of the “new media” resulting from advances in technology, including how these issues may appear in labor arbitration.

Moderator:

Sara Adler, NAA

Los Angeles, CA

Panelists:

Thomas R. Carpenter

General Counsel
Director of Legislative Affairs, AFTRA
New York, NY

Jeffrey Ruthizer

Senior VP Labor Relations
ABC/Disney
New York, NY

Friday, May 22, 2009 (Continued)

2:15 p.m. – 3:30 p.m. Concurrent Session

ETHICAL ISSUES AND DUE PROCESS

This interactive session will examine several hypothetical scenarios raising ethical questions for arbitrators and advocates. After each scenario is presented, the audience will be asked for a show of hands in response to each of the ethical questions, followed by comments from the panelists based on relevant Code provisions and other ethical guidelines.

Moderator:

Robert W. Landau, NAA
Anchorage, AK

Panelists:

Marcia L. Greenbaum, NAA
Essex, MA

James C. Oakley, NAA
St. John's, NL

Luella E. Nelson, NAA
Portland, OR

2:15 p.m. – 3:30 p.m. Concurrent Session

MEDIATION IN EMPLOYMENT ARBITRATION/COMPONENTS OF THE MODEL SETTLEMENT AGREEMENT

The parties have agreed to settle the dispute in a mediation or during the course of an employment arbitration proceeding. Which federal and state statutes must be considered during the drafting stage? The Panel will discuss elements of a settlement agreement such as mutual releases; indemnification; cooperation clauses; disparagement/reference issues; tax issues; ADR provisions; restrictive covenants; ADEA; and other provisions that should be incorporated within such agreements.

Moderator & Presenter:

Norman Brand, NAA
San Francisco, CA

Presenters:

Robert S. Whitman
Seyfarth Shaw
New York, NY

Pearl Zuckhlewski
Kraus & Zuckhlewski
New York, NY

Friday, May 22, 2009 (Continued)

2:15 p.m. – 3:30 p.m. Concurrent Session

CONTRIBUTED PAPERS

Alvin L. Goldman and Jacques Rojot, "Mediation Guidelines Based on a Bargaining Strength Model of Negotiations."

Marvin F. Hill, Jr., "Employee Conduct After Imposition of Discharge but Before the Arbitration Hearing: Post Discharge Conduct and Due Process Consideration and Due Process Considerations - Facts in Search of a Theory."

Michele M. Hoyman, Lamont E. Stallworth, and David Kershaw, "The Decision-Making of Labor Arbitrators in Discipline and Discharge Cases Where a Grievant Offers an Apology: A Policy Capturing Study."

Moderator:

Richard N. Block, NAA
East Lansing, MI

3:45 p.m. – 4:45 p.m. Concurrent Session

U.S. DESIGNATING AGENCY UPDATE

Moderator:

Kathleen Miller, NAA
Ardmore, PA

Presenters:

Neil B. Curry
American Arbitration Association
Los Angeles, CA

Roland Watkins
National Mediation Board
Washington, DC

Vella Traynham
Federal Mediation & Conciliation Service
Washington, DC

3:45 p.m. – 4:45 p.m. Concurrent Session

GOING FOR THE GOLD: THE INSIDE STORY OF LABOR RELATIONS AND CHICAGO'S BID FOR THE OLYMPICS

Moderator:

Martin H. Malin, NAA
Chicago, IL

Presenters:

James C. Franczek
Franczek, Radelet & Rose
Chicago, IL

Dennis Gannon
President
Chicago Federation of Labor
Chicago, IL

Friday, May 22, 2009 (Continued)

3:45 p.m. – 4:45 p.m. Concurrent Session

PROVINCIAL DIFFERENCES IN LABOUR ARBITRATION

In Canada, labour arbitration is governed by the provinces, not the federal government. As a result, there are differences among the provinces in both procedure and substance. Experienced arbitrators from Alberta, British Columbia, Ontario and Quebec will explore some of those differences and debate which is the "best".

Moderator:

Randi Hammer Abramsky, NAA
Toronto, ON

Panelists:

James Dorsey, NAA
North Vancouver, BC

John M. Moreau, NAA
Calgary, AB

Francois G. Fortier, NAA
Ile d' Orleans, PQ

Ian Springate, NAA
Ajax, ON

5:00 p.m. – 6:00 p.m. Committee Meetings TBA

6:00 p.m. – 7:00 p.m. Reception

7:00 p.m. – 10:00 p.m. Dinner

Saturday, May 23, 2009

7:00 a.m. – 8:00 a.m. Committee Meetings TBA

8:00 a.m. – 4:00 p.m. Registration Desk

8:30 a.m. – 9:00 a.m. Member Recognitions

**9:00 a.m. – 12:00 p.m. NAA Annual Business Meeting
*(NAA Members Only)***

Saturday, May 23, 2009 (Continued)

9:00 a.m. – 10:30 a.m. Guests Session

THE ROLE OF THE ARBITRATOR, IF ANY, PRIOR TO THE HEARING

How often have you spent the first half of the hearing -- an entire morning -- hashing out disagreements on the issues, information requests, subpoenas, etc? How have arbitrators handled such issues? How should they? What tools might help? Join us in an interactive session with a panel of advocates and arbitrators to look at the feasibility -- including the possible pitfalls -- of having the arbitrator assist in attending to these uncertainties *prior* to the hearing.

Moderator:

Sharon Henderson Ellis, NAA
Brookline, MA

Arbitrators:

Jane H. Devlin, NAA
Toronto, ON

Elliott H. Goldstein, NAA
Chicago, IL

Union Advocate:

W. Daniel Boone
Weinberg, Roger and Rosenfeld
Alameda, CA

Management Advocate:

John Phelan
AT&T
Chicago, IL

10:45 a.m. – 12:00 p.m. Guests Session

***THE NEXT GENERATION OF ARBITRATORS AND ADVOCATES -
FROM WHERE WILL THEY COME?***

As the current generation of labor arbitrators moves to the forefront of the profession, there is a concern that newer arbitrators are not being afforded sufficient opportunity by advocates to develop a career. The parties demand the most experienced and busiest arbitrators for every case, regardless of the issue or penalty, yet complain when they are not available for many months. What can be done to change this situation so that a new generation of arbitrators will be available to the parties with the necessary experience?

Moderator:

Rosemary A. Townley, NAA
Larchmont, NY

Panelists:

Paula Knopf, NAA
Toronto, ON

Patricia Costello Slovak
Schiff, Hardin
Chicago, IL

John E. Sands, NAA
West Orange, NJ

Gwynne A. Wilcox
Levy, Ratner
New York, NY

Saturday, May 23, 2009 (Continued)

12:00 p.m. – 1:45 p.m. Lunch on Your Own

1:45 p.m. – 3:15 p.m. Plenary

THE IMPACT OF *PENN PLAZA, LLC V. PYETT*

What impact will the Supreme Court’s decision in the *Pyett* case have on the practice of labor arbitration. Perspectives will be shared by a leading American arbitrator who authored the Academy’s amicus brief in the case, two advocates and a leading Canadian arbitrator.

Moderator:

Hoyt N. Wheeler, NAA
Columbia, SC

Panelists:

Matthew W. Finkin, NAA
Champaign, IL

Devki K. Virk
Bredhoff & Kaiser, PLLC
Washington, DC

Jay W. Waks
Kaye Scholer, LLP
New York, NY

Susan L. Stewart, NAA
Toronto, ON

3:30 p.m. – 5:00 p.m. Fireside Chat

J. F. W. (Ted) Weatherill, NAA
Ottawa, ON

Interviewed by:

John Kagel, NAA
Palo Alto, CA

Sunday, May 24, 2009

8:30 a.m. – 12:00 p.m. Board of Governors

**COMMITTEE ON PROGRAM
2009 ANNUAL MEETING**

Martin H. Malin, Chair

Randi Hammer Abramsky	Robert W. Landau
Mei Liang Bickner	Joyce M. Najita
Richard N. Block	Daniel J. Nielsen
Richard M. Brown	Rosemary A. Townley
Sharon Henderson Ellis	Hoyt N. Wheeler

Bonnie G. Bogue (*Ex Officio*)
Barry E. Simon (*Ex Officio*)
Elizabeth C. Wesman (*Ex Officio*)
Elizabeth Neumeier (*Ex Officio*)

**HOST COMMITTEE
2009 ANNUAL MEETING**

Barry E. Simon, Chair

Steven Briggs	Ann S. Kenis
Vicki Peterson Cohen	Harvey A. Nathan
John C. Fletcher	Margo R. Newman
Barry Goldman	Robert Perkovich

Martin H. Malin (*Ex Officio*)
Elizabeth C. Wesman (*Ex Officio*)
David A. Petersen (*Ex Officio*)

**2009 NAA ANNUAL MEETING
LOCAL ADVOCATES ADVISORY COMMITTEE**

Mark W. Bennett

Laner, Muchin, Dombrow, Becker, Levin & Tominberg, *Chicago, IL*

James Q. Brennwald

City of Chicago Law Department, *Chicago, IL*

Michele N. Cotrupe

Asher, Gittler, Greenfield & D'Alba, *Chicago, IL*

Amy Elizabeth Paluch Epton

Whitfield, McGann & Ketterman, *Chicago, IL*

Pasquale A. (Pat) Fioretto

Baum, Sigman, Auerbach & Neuman, *Chicago, IL*

Josiah A. Groff

Allison, Slutsky & Kennedy, *Chicago, IL*

Timothy E. Guarre

Hodges, Loizzi, Eisenhammer, Rodick & Kohn, *Arlington Heights, IL*

Marc R. Jacobs

Seyfarth, Shaw, *Chicago, IL*

Paul R. Klenck

Illinois Education Association - NEA, *Chicago, IL*

Alexia M. Kulwicz

SEIU Local 1, *Chicago, IL*

Brian M. Montgomery

Exelon Business Services Co., *Chicago, IL*

Jeremy C. Moritz

Franczek, Radelet & Rose, *Chicago, IL*

John M. Phelan

A T & T, *Chicago, IL*

Patricia Costello Slovak

Schiff, Hardin, *Chicago, IL*

Francine Soliunas

Chicago-Kent College of Law, Illinois Institute of Technology, *Chicago, IL*

Thomas F. Sonneborn

Illinois Fraternal Order of Police Labor Council, *Springfield, IL*