

JOHN S. WEST, ESQ.

FMCS-3251

Email: west@iglou.com

Present Occupation: Attorney/Arbitrator/Mediator

First Business Address: 1332 Winter Avenue Louisville, KY 40201	Second Business Address: 2225 Deepwood Drive Wilmington, NC 28405	Third Business Address: 2400 Clarendon Boulevard, 903 Arlington, VA 22201
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(Please send all correspondence to both e-mail addresses above; you can also reach me by cell at 502-387-4287.)

In-person and virtual services are available (virtual services are on either Teams or Zoom)

PROFESSIONAL AFFILIATIONS:

Washington D.C. Bar Association
Kentucky Bar Association
Arizona Bar Association
Tennessee Bar Association (pending)

EDUCATION:

Catholic University of America – Washington, DC J.D. 1989
Purdue University – West Lafayette, IN B.A. 1986

ARBITRATION EXPERIENCE:

I have been hearing labor arbitration disputes and writing decisions for over thirty (30) years. In 1990, I started hearing cases between the United Mine Workers of America and the Bituminous Coal Operators Association. In 1993, I was listed with the Federal Mediation and Conciliation Service. You can find decisions I have written at: 107 LA 1209, 110 LA 859, 110 LA 1121, 111 LA 308, 112 LA 407, 113 LA 656, 114 LA 1458, 120 LA 1223, 123 LA 239, 124 LA 683, and 138 LA 1797. Several of those decisions are cited as authority in the legal treatise Elkouri & Elkouri, How Arbitration Works (8th ed. 2016).

INDUSTRIES:

Advertising, Airlines, Aluminum, Automotive, Bakery, Banking, Beverage, Brewery, Broadcasting, Building products, Canning, Cement, Chemicals, Coal, Communications, Construction, Dairy, Distillery, Education, Electrical Equipment/Appliances, Electronics, Entertainment/arts, Food menu/proc/service, Foundry, Furniture, Health care, Hospital/nursing home, Iron, Lumber, Machinery, Maritime, Meatpacking, Metal fabrication, Mining, Nuclear energy, Office workers/clerical, Packaging, Paint & varnish, Petroleum/petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police & fire, Printing & Publishing, Prison guard, Public sector grievance, Public sector interest, Pulp & paper, Retail stores, Steel, Textile, Tobacco, Trucking & storage, Utilities, Warehousing.

ISSUES:

Absenteeism, Arbitrability, Bargaining Unit Work, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Job Performance, Job Posting/Bidding, Jurisdiction, Layoffs/Bumping/Recall, Management Rights, Past Practices, rates of pay; Job Evaluations; Work Assignments; Job Classifications; Seniority; Overtime; Vacations and Holidays; Scheduling of Work; Report in Pay; Health and Welfare, Pensions, and

other benefits; Subcontracting; Work Conditions; Discrimination; Sexual Harassment; Management Rights; Job Posting and Bidding, Seniority, Subcontracting/Contracting Out, Timeliness, Wages, Hours of Work, Work Schedules, Work Assignments, Working Conditions, Work Orders, and Contract Interpretation, Weingarten Rights.

PERMANENT PANELS:

Dept. of the Air Force, Robins AFB Georgia, and American Federation of Government Employees
Several Coal Arbitration Panels

ARBITRATION ROSTERS:

American Arbitration Association (AAA)
Federal Mediation and Conciliation Service (FMCS)
National Mediation Board (NMB)
American Health Law Association (AHLA)
Coal Arbitration Service, UMWA-BCOA (CAS)
Louisville Labor-Management Committee (LLMC)

ARBITRATION AFFILIATIONS:

National Academy of Distinguished Neutrals (NADN)
Society of Federal Labor & Employee Relations Professionals (SFLERP)
Labor and Employment Relations Association (LERA)

FEES:

PER DIEM FEE: \$1,600.00
DOCKETING FEE: \$35.00
CANCELLATION FEE: (See Below)

Grievance Arbitration: \$ 1,600.00 per day (includes travel time, study, research & writing), plus expenses.

Postponement or Cancellation Fee:	15 or more	days notice:	no charge
	14-4	days notice:	\$800.00
	3-0	days notice:	\$1,600.00

Every effort is made to keep your costs down. Virtual hearings are available if both sides agree. If the case does settle, please contact me as soon as possible.

The postponement or cancellation fee is established to encourage the parties not to wait until the eleventh hour to resolve their dispute(s). In almost all cases, approximately two weeks before the hearing date, I start making travel arrangements, as far as purchasing an airline ticket, renting a vehicle, or reserving a hotel room if necessary. I generally leave for the hearing the day or evening before the hearing date unless the hearing is local. If I am told the case is settled while en route, you will be charged the cancellation fee and may be charged the time spent on transportation in addition to the transportation costs or mileage, depending on the circumstances.