

ELIZABETH C. SIMON, JD

Loyola University Chicago Law School
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PROFESSIONAL EXPERIENCE

LAW OFFICE OF ELIZABETH SIMON, River Forest, Illinois • 2005- present

Principal

Full-time neutral focusing on workplace and commercial disputes, primarily in the areas of labor and employment law. Serve on multiple mediation and arbitration rosters, providing services to courts, federal agencies, companies and individuals. Former litigator and in-house counsel with over 20 years' experience of plaintiff and defense work in the public, private and not-for-profit sectors.

PART-TIME FACULTY

Loyola University Law School (2011-present)

DePaul University College of Law, Center for Dispute Resolution (2010- present)

Courses taught: Mediation, Mediation Advocacy

Panels, Rosters and Affiliations

Arbitration

American Arbitration Association (employment and labor panels)

Federal Mediation & Conciliation Service

National Mediation Board

Illinois Labor Board

Illinois State Board of Education

State University Civil Service System

Financial Regulatory Authority (FINRA)

Circuit Court of Cook County, IL

Chicago Housing Authority (Hearing Officer)

Published Opinions

3MD Relocations Services and Teamsters, Local 705, 129 LA 836 (2011) (USERRA)

Greater Peoria Mass Transit, 129 LA 801 (2011) (drug policy)

Aramark Uniform Services, 126 LA 984 (2009) (discipline)

City of Fairfield, 126 LA 1419 (2009) (compensation)

Dexter Foundry, 126 LA 1607 (2009) (smoking policy)

Mediation

American Arbitration Association

EEOC, Contract Mediator

Federal Executive Board (Shared Neutrals Program)

Federal Agency Mediation/Counseling Panel

Circuit Court of Cook County, Contract Mediator, Mortgage Foreclosure Program

Circuit Court of Cook County (Law Division and Chancery Division)

Circuit Court of Will County

Memberships

Association of Attorney Mediators, Chicago Chapter
Assn. for Conflict Resolution (ACR), Chicago Chapter (Board of Directors and Past President)
American Bar Association, Sections: Labor & Employment, Dispute Resolution
Center for Dispute Resolution, DePaul University College of Law; Courts Task Force Chair
Center for Conflict Resolution, Chicago (Mediator, Trainer)
Mediation Professionals – Co-Chair
Illinois State Bar Association, Section on Dispute Resolution
International Academy of Dispute Resolution, (Board of Directors) (2009-present)
Labor and Employment Relations Association (LERA)

PRIOR ADVOCACY EXPERIENCE

ELMHURST MEMORIAL HEALTHCARE, Elmhurst, Illinois • 2006-2008

Employee Relations Counsel

Managed employment law and employee relations functions for Patient Care Services Group and non-clinical units. Consulted with management on all employee discipline and discharges, workplace issues and conflicts. Investigated and responded to all EEO charges, employment litigation and grievances.

FEDERAL AVIATION ADMINISTRATION, Des Plaines, Illinois • 2002-2006

Alternative Dispute Resolution Program Manager

Created new regional dispute resolution program for 7,000 union and non-union employees, mediating more than 50 cases per year. Served as neutral on four labor-management panels, investigating allegations of agency-wide harassment, retaliation and discrimination.

FMC CORPORATION, Chicago, Illinois • 1989-1999

Litigation Counsel (1994-1999) /Labor & Employment Counsel (1989-1994)

Responsible for commercial and employment-related litigation for three divisions, including writing and presenting case evaluations, conducting financial analysis, and client counseling.

- Designed and implemented new litigation strategies and alternative dispute resolution procedures, decreasing litigation costs by 15%.
- Negotiated resolutions in antitrust, trade secret and patent infringement cases, saving \$1.5 million in fees and costs.

CITY OF CHICAGO, Chicago, Illinois • 1986-1989

Assistant General Counsel, Labor Relations

Investigate, prepare and defend client in over 50 labor arbitrations; assist in data collection and drafting collective bargaining language.

HALEY, BADER & POTTS, Chicago, Illinois • 1983-1986

Associate, Class Action Employment Discrimination Litigation

EDUCATION

JD, Law Review

Loyola University School of Law, Chicago, Illinois

Bachelor of Arts, Journalism & History

Vassar College, Poughkeepsie, New York (Honors)

Admitted to Illinois State Bar: Current