

JAMES W. STATHAM

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ATTORNEY & ARBITRATOR

ARBITRATION/MEDIATION/LABOR RELATIONS EXPERIENCE

Federal Mediation & Conciliation Service – Commissioner – Detroit, MI **1974 – 2016**

- Mediated employment discrimination cases for the EEOC, the Michigan Civil Rights Commission, Homeland Security, U.S. Post Office, U.S. Department of Education, U.S. Geological Survey, and the U.S. Department of Defense.
- Trained labor management representatives in grievance handling and arbitration, communication skills, problem solving, and negotiations.

Mediated collective bargaining agreements and grievances in the following industries:

Automotive, Bakery, Beverage, Building Products, Brewery, Broadcasting, Canning, Cement, Chemicals, Clothing, Coal, Communications, Construction, Dairy, Distillery, Education, Electrical Equipment/Appliances, Electronics, Entertainment/Arts, Feed & Fertilizer, Food, Foundry, Furniture, Glass/Pottery, Grain Mill, Health Care, Hotels/Motels/Casinos/Resorts, Hospital/Nursing Home, Iron, Lumber, Machinery, Maritime, Meat Packing, Metal Fabrication, Office Workers/Clerical, Organizations, Packaging, Paint & Varnish, Petroleum/Petrochemicals, Pharmaceuticals, Plastics, Plumbing, Printing and Publishing, Pulp & Paper, Railroads, Real Estate, Refrigeration/HVAC, Restaurants, Retail Stores, Rubber/Tire, Sports, Steel, Stone/Quarry, Textile, Tobacco, Transportation, Trucking and Storage, Utilities, Warehousing

Issues dealt with as a mediator were:

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holiday, Insurance, Interest Arbitration, Leave, Vacation, Grievance Medication, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence/Threats

ADDITIONAL PROFESSIONAL EXPERIENCE

Gregory Van Lopik and Higle (Union Labor Law Firm) – Attorney – Detroit, MI **1972 – 1974**

Keywell and Rosenfeld (Management Labor Law Firm) – Attorney – Detroit, MI **1969 – 1972**

TEACHING EXPERIENCE

Wayne State University – *Adjunct Faculty, Dispute Resolution (Current)*

University of Michigan Business School – *Former Adjunct Faculty, Labor Relations*

Wayne State University Law School – *Former Adjunct Faculty, Negotiations*

Central Michigan University – *Former Adjunct Faculty, Labor Relations*

Originator of ICLE's Annual Labor & Employment Law Conference

EDUCATION

Bachelor of Arts (BA): Hillsdale College – Hillsdale, MI

Juris Doctor (JD): University of Detroit Law School – Detroit, MI

Master of Laws (LLM): New York University Law School (Labor Law) – New York, NY

PROFESSIONAL AFFILIATIONS

State Bar of Michigan

Former Chair, State Bar of Michigan Labor & Employment Law Section

Former Council Member, State Bar of Michigan Labor & Employment Law Section

CERTIFICATIONS

Federal Mediation and Conciliation Service Arbitrators Roster