

JOSEPH T. MORIARTY
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EMPLOYMENT

March 2023 to Present	Moriarty Mediation and Arbitration Services <i>Arbitrator and Mediator</i>
May 2004 to March 2023	Chicago Public Schools City of Chicago Board of Education <i>General Counsel, February 2018 to March 2023</i> <i>Labor Relations Officer, July 2012 to February 2018</i> <i>Associate General Counsel, May 2004 to June 2012</i>
January 2001 to May 2004	City Colleges of Chicago Board of Trustees, Illinois Community College District No. 508 <i>Associate General Counsel, September 2001 to April 2004</i> <i>Senior Staff Attorney, January 2001 to September 2001</i>
August 1997 to Dec. 2000	The Chicago Housing Authority <i>Associate General Counsel, September 2000 to December 2000</i> <i>Senior Staff Counsel, August 1997 to September 2000</i>
November 1985 To August 1997	Erbacci, Cerone & Moriarty, Chicago, IL. <i>Attorney, Member of the firm, November 1985 to August 1997</i>

LICENSES

1985	Illinois Supreme Court, License to Practice Law in Illinois United States District Court, Northern District of Illinois, General Bar
1988	United States District Court, Northern District of Illinois, Trial Bar
1990	United States Circuit Court of Appeals, Seventh Circuit, Bar Admission

ARBITRATION PANELS

American Arbitration Association
Illinois Educational Labor Relations Board
Federal Mediation and Conciliation Service

EDUCATION

1985	J.D. The University of Illinois at Chicago School of Law Chicago, Illinois
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1982 B.A, The American University, School of Gov't & Public Administration
Washington, D.C.

CERTIFICATES AND SPECIALIZED TRAINING

2022 Northwestern University, School of Professional Studies
Mediation Skills Training
Chicago, IL

2019 Northwestern University, School of Professional Studies
Executive Leadership Training
Chicago, IL

2016, 2009 Federal Mediation and Conciliation Service
Becoming a Labor Arbitrator

EXPERIENCE

CHICAGO PUBLIC SCHOOLS

- Responsibilities as *General Counsel* included:
 - Representing the school district on all legal issues, including labor relations, employee discipline, litigation, transactions, real estate including property tax appeals, municipal finance, governance issues, and intergovernmental relations, student services, student discipline, and charter school relations.
 - Overseeing collective bargaining and grievance arbitrations with the district's labor organizations.
 - Overseeing and approving settlements in civil actions and administrative proceedings averaging in the aggregate \$30 million per year including complex class actions and civil rights, workers' compensation, labor and employment (grievances, Title VII, ADEA IHRA, etc.), Title VI, Title IX, and IDEA claims.
 - Overseeing and approving contracts entered by the district each year accounting for nearly \$4 billion in goods and services procured by the district through varying procurement processes.
 - Managing 70 attorneys and 30 support employees working in eight practice areas.

- Responsibilities as *Labor Relations Officer* included:
 - Collective bargaining as first chair with eight labor organizations representing 40,000 organized CPS employees, including 30,000 teachers and professionals, and 2500 custodial and engineering employees. Bargaining included both negotiations for successor collective bargaining agreements and mid-term negotiations.
 - Supervising administrative hearings, investigations, and dispositions of contractual grievances, employee discipline, equal employment opportunity complaints, and ethics complaints. Includes supervision of 16 employees.
 - Member of *ad hoc* committees advising the Illinois General Assembly on educational reform laws including the Performance Evaluation Reform Act (P.A. 96-0861) and the Illinois School Reform Act of 2011 (P.A. 97-7). Acts made substantial changes to teacher evaluation, order of layoff, tenure attainment, and bargaining impasse procedures.
- Responsibilities as *Associate General Counsel* included:
 - Defending grievances, unfair labor practice charges, and representation petitions filed by labor organizations representing 40,000 organized CPS employees.
 - Prosecuting of discipline and discharge cases involving principals, tenured teachers, and educational support personnel.
 - Developing and drafting employment policies and Board Rules.

CITY COLLEGES OF CHICAGO

- Collective bargaining as first or second chair with twelve (12) labor organizations representing full-time and part-time college faculty, professional employees, clerical and technical employees, radio and television employees, security employees and housekeeping and maintenance employees at seven colleges and seven related vocational and learning centers.
- Defending grievances, unfair labor practice charges, and representation petitions filed by labor organizations representing approximately 5,000 organized CCC employees.
- Defending Title VII, ADA, ADEA, FLSA, and other employment-related litigation based upon local, state, and federal civil rights statutes, employment-related contract claims, and other common-law actions.

CHICAGO HOUSING AUTHORITY

- Collective bargaining as first or second chair with 5 bargaining units including bargaining, including bargaining unit representing sworn personnel, for successor collective bargaining agreements and impact bargaining over the elimination of the CHA police force and privatization of all Chicago Housing Authority operations resulting in the layoff of nearly 2500 personnel.
- Defending disciplinary and contract interpretation grievances in arbitrations commenced under collective bargaining agreements covering clerical, trade, custodial, and police and security employees.
- Defending Title VII, ADA, ADEA, FLSA, and other employment-related litigation based upon local, state, and federal civil rights statutes, employment-related contract claims, and other common-law actions.

PRIVATE PRACTICE

- Prosecuting grievances and unfair labor practice charges for labor organizations representing various public employees employed by the City of Chicago, Village of Glenwood, and Village of Streamwood.
- Representing employees in employment-related civil actions arising under federal and state civil rights statutes.
- Collective bargaining as the second chair for public employee labor organizations, private sector labor organizations, and private employers.

PRESENTATIONS

39th Annual Illinois Public Sector Labor Law Conference, Chicago Kent College of Law. *"Hybrid Mediation and Arbitration before the Same Neutral."* December 1, 2023.

34th Annual Illinois Public Sector Labor Law Conference, Chicago Kent College of Law. *"The Changing Environment in Financing Government and Its Impact on Collective Bargaining: PK-12 Public Education,"* November 30, 2018.

Chicago Public Schools, Principals, and Administrators Annual Conference, *"Annual Labor Relations Updates,"* 2004-2017; Plenary session introduction, 2018-2022.

30th Annual Illinois Public Sector Labor Law Conference, Chicago Kent College of Law. *"Blurring the Boundaries of the Practice of Law,"* December 5, 2014.

Chicago Principal and Administrators Association, 2013 Education Conference. *"Hot Topics in CPS Labor Relations,"* February 8, 2013. Lara Shayne, Co-presenter.

Chicago Bar Association, *“Teachers Performance Evaluation Reform Act,”* 2011. Jennifer Poltrock, Co-presenter.

MEMBERSHIPS

American Bar Association - Labor & Employment Law Section
Association for Conflict Resolution (Chicago Chapter)Chicago Bar Association - Human Rights Committee; Local Government Committee
Chicago Kent Annual Public Sector Labor Law Conference Program Advisory Board
Illinois Educational Labor Relations Board Advisory Committee
Labor & Employment Relations Association - (National & Chicago Chapter)

RECOGNITION

2020 Crain's Chicago Business Notable General Counsels