

JOSEPH MORIARTY
Mediator and Arbitrator

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PROFESSIONAL BIOGRAPHY

I started practicing law as a labor and employment lawyer in November 1985 in the private sector, where I remained for 12 years. I moved to the public sector in 1997 and provided labor and employment counsel to the Chicago Housing Authority, the City Colleges of Chicago, and the Chicago Public Schools. I retired from advocacy work in March 2023 after 38 years. I began work as a neutral in May 2023.

In all my roles, I participated in, led, and managed federal and state employment and student litigation (Title IV, Title VII, ADA, ADEA, 1981, 1983 and 1988 etc.), grievance arbitrations, administrative proceedings involving unfair labor practice charges and representation petitions, and collective bargaining. Following are some samples of my experiences.

- Led collective bargaining for the Chicago Public Schools with the Chicago Teachers Union and other labor organizations between 2012 and 2019, which included a 7-day strike in 2012, several 1-day job actions in 2015-16, and a strike in 2019.
- Managed, litigated, and resolved hundreds of grievances by the Chicago Teachers Union and other labor organizations against the Chicago Public Schools.
- Managed a high volume federal and state litigation for Chicago Public Schools involving employees and students, including class actions. Annual settlements in the aggregate value between \$30 and \$50 million.
- Negotiated City Colleges of Chicago's first adjunct faculty collective bargaining agreement.
- Negotiated the Chicago Housing Authority's decision to eliminate its police department and defended a grievance challenging that decision.
- Litigated Chicago Housing Authority work jurisdiction dispute (plasterers vs. painters)
- Litigated federal and state employment claims by Chicago Housing Authority employees.
- Bargained plant closing of a manufacturing company and its move from Chicago, Illinois to Pleasant Prairie, Wisconsin.

- Litigated dozens of grievances for LIUNA locals representing the City of Chicago sanitation and water laborers.

Industries/Workforces

- Clerical employees
- Professional employees
- Higher Education
- Pre-K to 12 Education (Including Teachers, Clinical Staff, and Educational Support Personnel)
- Manufacturing
- Food Workers
- Stationary Engineers, Building Engineers
- Building Trades
- Security employees
- Custodial employees
- Police Officers

Issues

- Breaktime
- Discipline & Discharge
 - Customer Service
 - Discrimination
 - Dishonesty
 - Drug policy violations
 - Management misconduct
 - Negligence
 - Sexual harassment/ misconduct
 - Strike misconduct
 - Tardiness and Absenteeism
 - Theft
 - Workplace Violence
- Health & Safety Issues
 - Air quality
- Holidays
- Layoffs
 - Criteria for layoff
 - Order of layoff
 - Recall
- Leaves
- Performance Evaluation
- Transfer
- Wages
- Work Rules & Regulations
 - Implementation
 - Discriminatory application
- Work from home
- Work Jurisdiction
- Workday

Neutral Panels:

Illinois Educational Labor Relations Board April 2023

American Arbitration Association’s Roster of Labor Arbitrations, May 2023

Federal Mediation and Conciliation Services Roster in February 2024

Arbitration Awards Issued to date: 12