

**WISCONSIN EMPLOYMENT RELATIONS COMMISSION ARBITRATOR'S  
BIOGRAPHICAL SKETCH**

**Ira S. Epstein**

**E-mail Address:** epstein.ira@gmail.com

**Present Occupation:** Arbitrator/Mediator  
Senior Federal Administrative Law Judge OHA/SSA

**First Business Address:**  
12533 N. Jacqueline Court  
Mequon, WI 53092  
Phone: 262-242-9156

**PROFESSIONAL AFFILIATIONS:**

Wisconsin Bar Association  
Illinois Bar Association  
Ozaukee County Bar Association  
International Society for Labour and Social Security Law  
LIRA  
ABA  
National Association of Railroad Referees

**EDUCATION:**

J.D., Law, University of Wisconsin 1968  
M.A., Labor and Industrial Relations, University of Illinois, 1965  
B.A., History, Columbia University, 1963

**CERTIFICATIONS:**

Law	Wisconsin	1968	
Law	Illinois	1978	
Mediator	Milwaukee Mediation Center/Wisconsin Department of Corrections		1984

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

January 2009 to Present: Arbitrator/Mediator. Senior Federal ALJ OHA/SSA, serving on an hourly paid, part-time, intermittent basis. From December 7, 1987 to January 2009, I have been a Federal Administrative Law Judge, assigned to Office of Disability Adjudication Review, Social Security Administration. Duties included holding hearings and adjudicating claims and other contested issues, such as benefit entitlement, severity of handicap, health insurance coverage, and overpayment. From June 1, 1982 to December 6, 1987, I served as a Labor Arbitrator and worked in the general practice of law; Consultant/Representation Specialist, Illinois Educational Labor Relations Board, Community Mediator with the Milwaukee County Mediation Center. I also taught Collective Bargaining at Marquette University (1983 and 1984). From 1979 to 1982, I was engaged in the practice of Employment Law. This included representation of both employer and union interests in selected and *ad hoc* cases as legal representative, negotiator or consultant and advisor in labor relations matters. The majority of my work consisted of representing labor organizations. From 1968 to 1979, I was employed as an attorney with the NLRB.

**INDUSTRIES:**

Agriculture, Aluminum, Building Products, Chemicals, Construction, Education, Food, Foundry, Glass/Pottery, Iron, Lumber, Meat Packing, Metal Fabrication, Office Workers/Clerical, Organizations,

Packaging, Police and Fire, Pulp and Paper, Steel, Transportation, Trucking and Storage, Utilities, Warehousing.

**ISSUES:**

Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Job Performance, Job Posting/Bidding, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Promotion, Safety/Health Conditions, Seniority, Subcontracting/Contracting Out, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions, Violence or Threats.

**PERMANENT PANELS:**

(1982 to 1987), Central Illinois Public Service Company—IUOE; Special Arbitrator, Board of Arbitration US Steel—United Steelworkers of America; State of Illinois—District Council 31, AFSCME; City of Greenfield, Illinois Office of Collective Bargaining, Illinois State Board of Education; Chicago Transit Authority.

**ARBITRATION ROSTERS:**

Federal Mediation and Conciliation Service; AAA; NMB; FINRA; Illinois Educational Labor Relations Board; Wisconsin Employment Relations Commission; U.W. System of Arbitrators; Mediation and Restorative Justice Center.

**FEES:**

**PER DIEM FEE: \$1,200.00**

**CANCELLATION FEE:** (See Below)

**Grievance Arbitration:** The fee is \$1,200.00 per day for hearing, research, and preparation of opinion and award. A hearing day is any portion of a day, up to eight hours. Time for research and preparation is prorated.

**Cancellation Policy:** If the scheduled hearing is postponed or canceled with notice of less than three calendar weeks (21 days), the per diem fee for each day of hearing shall be charged.

**Travel Time:** Arbitrator charges per diem fee for any portion of travel day, up to eight hours. Fee is prorated for travel over eight hours for one day at \$150.00 per hour. However, if the hearing takes less than 8 hours, the parties will be given credit towards travel time that day.

**Expenses:** All actual reasonable expenses, including air fare, car rental, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate. Travel charged from closest location.