JAVIER RAMIREZ

LABOR ARBITRATOR

Chicago Metropolitan Area | Available Nationally | In-Person and Virtual
javier@ramirezadr.com | 312.343.1546 | RamirezADR.com

PROFILE

Javier Ramirez is a labor arbitrator and mediator with more than 35 years of labor-relations and dispute-resolution experience as an advocate, first-chair negotiator, federal mediator, and senior federal executive. He brings extensive collective bargaining, grievance, contract-administration, hearing-preparation, and workplace-dispute-resolution experience from private, public, and federal-sector settings.

SELECTED ARBITRATION QUALIFICATIONS

- First-chair negotiator in hundreds of collective bargaining negotiations, involving bargaining units from approximately 10 employees to tens of thousands.
- Mediated more than 1,000 disputes, including collective bargaining, grievance, employment, Postal 650, REDRESS, and other workplace matters.
- Former Deputy Director of Field Operations, Federal Mediation and Conciliation Service (FMCS), and former member of the federal Senior Executive Service.
- Oversaw FMCS Arbitration Services, including review and approval of applicants to the FMCS arbitration roster.
- Extensive experience investigating grievances; interpreting collective bargaining agreements; preparing cases and witnesses for arbitration; participating in hearings; and resolving disputes.

PROFESSIONAL EXPERIENCE

Ramirez Arbitration & Mediation
Labor Arbitrator | 2026-Present

Independent labor-arbitration practice serving parties nationally. Proceedings are available in person and virtually.

Cornell University ILR School - Scheinman Institute on Conflict Resolution
Executive Manager, National Conflict Resolution Service | 2025-Present

Leads and supports national labor-management and dispute-resolution initiatives involving collective bargaining mediation, grievance and employment mediation, facilitation, training, dispute-system design, assessments, and professional programming.

During this appointment, mediation engagements are undertaken through Cornell ILR and the Scheinman Institute under Cornell processes and rates. Independent arbitration assignments are accepted through Ramirez Arbitration & Mediation.

Federal Mediation and Conciliation Service
U.S. Federal Mediator and Senior Executive | 2005-2025

Deputy Director, Field Operations (2022-2025): directed nationwide field operations and approximately 160 federal mediators; held responsibility for mediator development, field operations, arbitration services, and national dispute-resolution initiatives. Earlier roles included Executive Manager, Division of Agency Initiatives; Director, Field Programs & Innovation; and U.S. Federal Mediator / Commissioner.

LABOR RELATIONS BACKGROUND

United Food & Commercial Workers International Union

Organizer, Representative, Lead Negotiator, Director, Vice President, and Local Union President | 1991-2005

Represented employees and held progressively responsible union and labor-relations leadership positions. Experience included negotiating and administering collective bargaining agreements; grievance investigation and processing; arbitration preparation; hearing participation; Taft-Hartley pension and health-and-welfare trusteeship; and strategic, fiscal, and staff-management responsibilities.

AREAS OF EXPERIENCE

Issues: Discipline and discharge | Contract interpretation | Management rights | Seniority | Subcontracting | Wages and economic packages | Benefits and pensions | Scheduling and staffing | Overtime | Safety and work rules | Job classifications | Layoff and recall | Workplace conduct | Discrimination-related matters | Grievance procedures | First-contract negotiations | Strike and work-stoppage issues

Sectors: Retail | Food processing and meatpacking | Manufacturing | Steel | Health care | Performing arts | Education | Public safety | Public works | Aerospace and defense | Aviation-related industries | Automobile | Energy and utilities | Federal, state, and local government | Commuter and light rail

REPRESENTATIVE PUBLICLY IDENTIFIABLE SETTINGS

Experience includes Boeing and aerospace-related labor relations; major health systems and large-scale nurses' disputes, including the 2026 New York City nurses' strike; Broadway and other performing-arts matters; SAG-AFTRA-related matters; large school districts; police and fire bargaining; energy and utilities; and major regulatory negotiations.

Representative references are provided for background only and do not imply party endorsement or disclose confidential case information.

ARBITRATION EDUCATION AND PROFESSIONAL DEVELOPMENT

- Labor Arbitrator Development Program - Cornell University ILR School, current participant
- Fundamentals of Labor Arbitration - Cornell University ILR School
- Executive Leaders in Government - Harvard Kennedy School Executive Education; Certificate, 2024

RECOGNITION AND PROFESSIONAL AFFILIATIONS

- Honorary Fellow - College of Labor and Employment Lawyers
- 2024 Outstanding Practitioner Award - Labor and Employment Relations Association
- Professional affiliations: American Bar Association, Labor & Employment Law Section; American Bar Association, Dispute Resolution Section; Labor and Employment Relations Association; Society of Federal Labor & Employment Relations Professionals.
- Former elected Board Member: Labor and Employment Relations Association; Association of Labor Relations Agencies.