

John Robert Panico



John Robert Panico brings over 35 years of litigation, human resources and alternative dispute resolution experience to his professional practice, and exclusively limits his ADR practice to arbitrating and mediating employment and labor disputes.

Before becoming an arbitrator and mediator, Mr. Panico enjoyed a calling as an employment and labor trial attorney; in-house counsel; and as a human resources and labor relations executive. His extensive and unique experience includes, but is not limited to: litigating and mediating employment cases in both federal court and before quasi-

judicial administrative agencies for corporate and employee-plaintiff clients; litigating unfair labor practice cases; arbitrating and mediating collective bargaining disputes; and directing the human resources function in manufacturing, transportation, health care, utilities, mining, governmental and hospitality organizations. Mr. Panico has successfully implemented alternative dispute resolution programs and has resolved claims of wrongful termination, retaliation and workplace discrimination utilizing ADR programs and procedures.

Areas of Expertise:

- EMPLOYMENT DISCRIMINATION CLAIMS
 - AGE
 - GENDER
 - RACE
 - RELIGION
 - DISABILITY
 - PREGNANCY
 - NATIONAL ORIGIN
 - SEXUAL ORIENTATION
- WRONGFUL TERMINATION
- SEXUAL HARASSMENT
- RETALIATION
- WAGE AND HOUR
- FAMILY AND MEDICAL LEAVE
- ERISA AND FRINGE BENEFITS
- DRUG AND ALCOHOL TESTING
- OCCUPATIONAL SAFETY AND HEALTH
- EMPLOYMENT INVESTIGATIONS (FAIR CREDIT REPORTING ACT)
- BREACH OF EMPLOYMENT AGREEMENTS
 - EMPLOYMENT CONTRACTS
 - NON-SOLICITATION/NON-COMPETE AGREEMENTS
 - TRADE SECRET AND INTELLECTUAL PROPERTY AGREEMENTS
- WORKPLACE TORTS
 - NEGLIGENT HIRING, SUPERVISION AND RETENTION

- DEFAMATION
- INFERENCE WITH CONTRACTUAL AND BUSINESS RELATIONSHIPS
- EMPLOYEE BLACKLISTING
- INVASION OF PRIVACY
- FALSE IMPRISONMENT (EMPLOYEE INVESTIGATIONS)
- INFLICTION OF EMOTIONAL DISTRESS
- BREACH OF LABOR UNION'S DUTY OF FAIR REPRESENTATION
- BREACH OF COLLECTIVE BARGAINING AGREEMENTS

Alternative Dispute Resolution Panels

- Arbitrator- New York Employment Relations Board
- Mediator- U.S. District Court, Northern District of Indiana
- Mediation Assistance Panel – U.S. District Court, Southern District of Indiana
- Pro Bono Mediator – U.S. Equal Employment Opportunity Commission
- Registered Civil Mediator – Indiana Circuit and Superior Courts
- Arbitrator – New York Automobile Lemon Law Program

Legal Experience

- Attorney-Arbitrator-Mediator, PANICO LAW LLC, Indianapolis, Indiana
- Labor & Employment Counsel, City Attorney's Office, San Diego, California
- Employment Attorney, ECKERT CRAVEN, P.C., Indianapolis, Indiana
- Labor & Employment Attorney, GROTHKE & BEKES, P.C., Greenwood, Indiana
- General Counsel, Magnesium Corporation of America, Salt Lake City, Utah
- Labor Attorney, BLANKENSHIP & ASSOCIATES, Greenwood, Indiana
- Law Clerk, MEYER, SUOZZI, ENGLISH & KLEIN, P.C.

Bar Admission

- State Bar of California, Utah & Indiana
- U.S. District Court – Utah, Northern and Southern District of Indiana
- U.S. Court of Appeals

Human Resources Experience

- Director of Labor Relations, UNIVERSITY OF CHICAGO
- Director Employee Relations & Workforce Compliance, PUBLIC HEALTH TRUST MIAMI-DADE COUNTY



- Sr. Director of Collective Bargaining, NEW YORK CITY TRANSIT
- Sr. Manager of Human Resources, HOSPIRA, INC.
- Director of Labor Relations, GES EXPOSITION SERVICES
- Director of Industrial Relations, CELITE CORPORATION
- Director of Human Resources, INDIANAPOLIS WATER COMPANY
- Director of Human Resources, REXNORD, INC.
- Director of Labor Relations/Counsel, MAGNEQUENCH INTERNATIONAL
- Director of Labor Relations, HORIZON HEALTHCARE CORPORATION

Education

- Juris Doctor, Irvine University School of Law
- M.S. with Distinction, Labor & Industrial Relations, New York Institute of Technology
- B.A., Politics, Economics & Society, State University of New York at Old Westbury

Professional Associations

- Indiana State Bar Association – Employment, Labor & ADR Sections Member
- Indianapolis Bar Association
- Indiana Association of Mediators

Teaching Experience

- Associate Adjunct Professor, New York Institute of Technology
- Taught Undergraduate Courses in Labor Relations Law and Personnel Management