

LEE HORNBERGER

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Occupation: Arbitrator. Doing only virtual hearings. <https://www.leehornberger.com/>

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PROFESSIONAL STATEMENT

NAA. Former Chair ADR Section Mich Bar. Distinguished Service Award and Bashara Award SBM ADR Section. Editor Emeritus *Mi Dispute Res J*. Diplomate Member Nat'l Academy of Distinguished Neutrals. Former President Grand Traverse-Leelanau-Antrim Bar Assn. Best Lawyers 2018-__ arbitration and mediation. Super Lawyers ADR 2016-__. First Tier N MI Mediation Best Law Firms 2022-__. First Tier N MI Arbitration Best Law Firms 2019-20. While with US Army in Vietnam, awarded Bronze Star Medal and Army Commendation Medals. Unit awarded Meritorious Unit Commendation and Vietnam Gallantry Cross Unit Citation. B.A. and J.D. *cum laude* Univ of Mich. LL.M. in Labor Law Wayne State Univ. Taught Labor Law and School Law adjunct Chase Law School.

PROFESSIONAL AFFILIATIONS

National Academy of Arbitrators
American Arbitration Association
American Bar Foundation and Michigan State Bar Foundation
Grand Traverse County Board of Canvassers (2007-16)
Grand Traverse-Leelanau-Antrim Bar Association (President, 2007-08)
The Michigan Dispute Resolution Journal (Editor, 2013-18)
The National Academy of Distinguished Neutrals (Diplomate Member)
State Bar of Michigan (Chair, ADR Section, 2017-18)
Traverse City Human Rights Commission (Chair, 2015-16)
The Labor Relations Connection

EDUCATION

LLM in Labor Law, Wayne State University (1982)
JD *cum laude*, University of Michigan (1968)
BA in political science, University of Michigan (1966)

CERTIFICATIONS

Law - United States Court of Appeals, Federal Circuit
Law - United States Supreme Court
Law - State of Ohio (inactive)
Law - United States Court of Appeals, Sixth Circuit
Law - United States Court of Military Appeals
Law - State of Michigan

ARBITRATION/LABOR RELATIONS EXPERIENCE

Arbitration and Mediation Office of Lee Hornberger - Arbitrator and Mediator, 2007-
Little Traverse Bay Bands of Odawa Indians - Hearing Officer
Grand Traverse Band of Ottawa and Chippewa Indians - Hearing Officer.
Labor and Employment Law Office of Lee Hornberger - Labor Attorney, 1982-07
The Kroger Co. - Labor Attorney, 1979-82

Dyer Meek Ruesegger & Bullard - Attorney, 1974-79

Office of the Solicitor, U.S. Department of Labor - Attorney, 1971-74

U.S. Army Military Police Corps - Captain - Commander Vietnamese Guard Force, 1970-71

U.S. Army Military Police Corps - Lieutenant - Correctional Officer - Defense Counsel, 1969-70

INDUSTRIES

Advertising, aluminum, automotive, bakery, banking, beverage, broadcasting, building products, canning, casinos/resorts, cement, coal, communications, construction, dairy, education, electronics, entertainment/arts, food, foundry, healthcare, hospital/nursing home, hotels/motels, lumber, machinery, maritime, meat packing, metal fabrication, mining, nuclear energy, office workers/clerical, packaging, pharmaceuticals, plastics, police & fire, printing & publishing, prison guard, public sector grievance, pulp & paper, railroads, real estate, restaurants, retail stores, rubber/tire, shipbuilding, stone/quarry, transportation, trucking, utilities, warehousing

ISSUES

Absenteeism, age, arbitrability, bargaining unit work, bonus fringe benefits, conduct (off-duty/ personal), COVID, demotion, disability, discipline, discrimination, drug & alcohol offenses, fringe benefits, gender, grievance mediation, health/hospitalization, hiring practices, holiday pay, holidays, insurance, job classification & rates, job performance, job posting/bidding, jurisdictional dispute, layoffs/bumping/recall, leave, management rights, merit pay, national origin, official time, overtime pay, past practices, pension and welfare plans, promotion, race, religion, retirement, safety/health conditions, seniority, severance pay, sexual harassment, strikes/lockouts/work stoppages/slowdowns, subcontracting & contracting out, tenure/reappointment, unilateral, vacation/vacation pay, violence/threats, wages, work hours/schedules/assignments, working conditions/work orders

PERMANENT PANELS

Central Michigan University and Central Michigan University Faculty Association; United Mineworkers of America and American Consolidated Natural Resources Inc.

ARBITRATION ROSTERS

FMCS; AAA; Alaska Labor Relations Agency; D.C. Employee Relations Board; The Labor Relations Connection; Michigan Employment Relations Commission; Montana Board of Personnel Appeals; National Arbitration and Mediation; National Futures Association; National Mediation Board; Oregon Employment Relations Board

PUBLISHED CASES

25-2 ARB ¶8721, 25-2 ARB ¶8698, 25-2 ARB ¶8697, 2025 LA 35, 2025 LA 33, 2025 LA 23, 25-2 ARB ¶8673, 25-1 ARB ¶8570, 25-1 ARB ¶8557, 2024 LA 235, 2024 LA 214, 2024 LA 85, 24-2 ARB ¶8498, 24-2 ARB ¶8482, 24-1 ARB ¶8355, 24-1 ARB ¶8317, 23-2 ARB ¶8290, 2023 LA 428, 2023 LA 407, 2023 LA 315, 2023 LA 72, 23-1 ARB ¶8181, 2023 LA 26, 2023 LA 17, 2022 LA 203, 2022 LA 162, 2022 LA 130, 2022 LA 98, 2022 LA 21, 2022 LA 16, 2021 LA 265, 2021 LA 28, 21-1 ARB ¶7791, 2020 LA 1466, 2020 LA 1277, 2020 LA 1268, 2020 LA 1108, 2020 LA 1080, 20-1 ARB ¶7618, 139 LA 1721, 139 LA 1462, 139 LA 771, 139 LA 181, 138 LA 1765, 138 LA 1295, 137 LA 1424, 137 LA 231, 135 LA 1247, 134 LA 1108, 133 LA 1324, 133 LA 1277, 133 LA 41, 132 LA 1798, 132 LA 1242, 132 LA 1089, 131 LA 1401, 131 LA 945, 131 LA 415, 130 LA 1363, 129 LA 300, 11-2 ARB ¶5311, 128 LA 749, 11-1 ARB ¶5142

RATES/POLICIES

\$1,800.00 per diem for hearing, study, research, and preparation time. Hearing day is any portion of day up to eight hours. Time for study, research, travel, and preparation prorated. Cancellation policy is one day per diem if cancelled or postponed within 21 days of hearing. Doing only virtual hearings.