William Odom

Labor Arbitrator

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SUMMARY

Labor arbitrator with 10 years in labor law, including 5 years deciding grievance arbitration cases under collective bargaining agreements in public and private sectors. Has heard more than 150 cases on discipline, seniority and contract interpretation, and issues written awards within 30 days of closing briefs.

SKILLS

- **Grievance Arbitration**
- **Collective Bargaining Agreements**
- **Just Cause**
- **Contract Interpretation**
- **Labor Law**
- **Written Awards**
- **Witness Credibility**
- **Past Practice**
- **Unfair Labor Practices**
- **Impartiality**

EXPERIENCE

Labor Arbitrator 06/2021 - Present

Odom Labor Arbitration Philadelphia, PA

Independent practice listed on federal, state and private arbitration panels.

- Hear **35** grievance cases a year for transit, health care, school and municipal bargaining units.
- Decide discipline and discharge cases under the just cause standard, weighing witness credibility and past practice.
- Interpret contract language on seniority, overtime and layoffs, drawing on bargaining history in 60+ awards.
- Issue written awards within 30 days of post-hearing briefs in every case since 2021.

Labor and Employment Attorney 09/2016 - 05/2021

Fairmount Labor Law Group Philadelphia, PA

Union-side labor law firm.

- Represented unions in **50** grievance arbitrations, from case theory through post-hearing briefs.
- Advised 12 union locals on contract administration and the duty of fair representation.
- Filed unfair labor practice charges before the NLRB and PLRB, winning or settling 80%.
- Prepared proposals and bargaining strategy for 6 successor contract negotiations.

EDUCATION

Juris Doctor (JD) 05/2016

Temple University Beasley School of Law Philadelphia, PA

Law

CERTIFICATES

Attorney License
Supreme Court of Pennsylvania
11/2016

Roster of Arbitrators
Federal Mediation and Conciliation Service
03/2022

Labor Arbitration Panel
American Arbitration Association
01/2023