

RICHARD BALES

Mobile: 859-442-8837

Email: r-bales@onu.edu

Website: <https://balesarbitration.com/>

EDUCATION

J.D. Cornell Law School (1993), *magna cum laude*, *Order of the Coif*

B.A. (political science), Trinity University (1990), *cum laude*

WORK HISTORY

- **Ohio Northern University Law**, 2013-present.
 - Dean, 2013-17.
 - Visiting Professor.
 - China University of Political Science & Law /2023-present (Beijing).
 - East China University of Political Science & Law, 2025 (Shanghai).
 - Peking School of Transnational Law / 2020-21, 2024 (Shenzhen).
 - St. Louis University Law School, spring 2025.
 - University of Akron Law School / 2018-20.
- **Northern Kentucky University Chase College of Law**, 1998-2013. Assoc. Prof since 2001; Prof. & Tenure since 2003.
 - Founding Director, Advocacy Center, 2009-13.
 - Associate Dean for Faculty Development, 2007-09.
 - Interim Dean, 2006.
 - Co-Founding Director, ADR Center (interdisciplinary), 2005-13.
- **Visiting Assistant Professor**, U. Montana (1998), Southern Methodist University (1996-97).
- **Law practice:** Baker & Hostetler, 1995-96; Baker & Botts, 1993-95.

ARBITRATION/LABOR EXPERIENCE

- Labor arbitrator, since 2010.
 - 100+ awarded cases
 - Public & private sectors
 - Grievance & interest arbitration; factfinding
 - Adept at running online hearings
- National Academy of Arbitrators, since 2019
- Beijing Arbitration Commission/ Beijing International Arbitration Center, Eighth Panel, since 2023.
- Abu Dhabi Global Market Arbitration Centre, since 2023.
- Haikou Longhua District Heshun Civil and Commercial Mediation Center, since 2024
- Council for Higher Education Accreditation, since 2024.
- Labor arbitration panels include FMCS, AAA, State Employment Relations Board (Ohio), National Mediation Board, Houston Police Department, City of Columbus & Fraternal Order of

Police, Michigan Employment Relations Commission, Michigan Civil Service Commission Ad Hoc Hearing Officer, Minnesota Bureau of Mediation Services, PERB U.S. Virgin Islands, Lockheed-Martin/IAM (Fort Worth), Cleveland-Cliffs Inc. (AK Steel)/IAM, USDA Food Safety / Inspection Service & AFGE.

- College of Labor & Employment Lawyers, since 2020.
- Labor Law Group, 1999-present (Treasurer 2011-19); Executive Committee 2010-19).
- Training provided
 - Ohio Education Association, Evidence Issues in Labor Arbitration Hearings; Burdens of Proof in Grievance Resolution; Opening Statements; Post-Hearing Briefs; Exhibits; Witness Credibility; Preparing for a Hearing (2022-23).
 - American Arbitration Association
 - Cambodia Arbitration Council, Evidence in U.S. Labor Arbitration; Proving Discrimination (Dec. 2022).

OTHER HONORS

Peer Reviewer

- Cambridge University Press
- Relations Industrielles / Industrial Relations
- Yale Law Journal

Fulbright Specialist

- Monash University, Kuala Lumpur, Malaysia, 2010.
- University of Tarumanagara, Jakarta, Indonesia, 2013.

PUBLICATIONS

Books (most are co-authored)

- Arbitration in China: Building Global Influence in Dispute Resolution, (Cambridge University Press, forthcoming 2026) (with Dr. Dan Xie, ECUPL).
- ADR in the Workplace (West Publishing, 1st ed. 2000, 2d ed. 2005, 3d ed. 2014, 4th ed. 2020).
- Arbitration Law (West Publishing, 2d ed. 2010, 3d ed. 2015, 4th ed. 2021, 5th ed. 2024).
- Cambridge Handbook of US Labor Law: Reinventing Labor Law for the 21st Century (Cambridge University Press 2020).
- Compulsory Arbitration: The Grand Experiment in Employment, Cornell University ILR Press 1997.
- Employment Law (West Publishing, 5th ed. 2023).
- The Federal Arbitration Act: Successes, Failures, and a Roadmap for Reform (Cambridge University Press, 2024).
- Labor & Employment Arbitration in a Nutshell (West Publishing, 3d ed. 2017, 4th ed. 2020).
- Labor Law: Collective Bargaining in a Free Society (West Publishing, 6th ed. 2009, 7th ed. 2018, 8th ed. 2024).
- Understanding Employment Law (Carolina Academic Press, 1st ed. 2007, 2d ed. 2013, 3d ed. 2019, 4th ed. 2024).
- Workplace ADR Simulations and Teaching Guide (West Publishing 2020).

Selection of Recent Articles

- *Using AI in Arbitrating Labor & Employment Disputes in China and the United States*, __ California Western International L.J. __ (forthcoming 2025 (co-authored with Wenwen Ding).
- *Novel Ways of Creating Experiential ADR Problems*, __ St. Louis U. L.J. __ (forthcoming 2025) (co-authored with Taren Wellman & Katherine Simpson).
- [*COVID-Related Arbitration Awards in the United States and Canada: A Survey and Comparative Analysis*](#), 37 Ohio St. J. Disp. Resol. 1 (2022).
- [*Novel Issues in Canadian Labour Arbitration Related to COVID-19*](#), 13 Arbitration L. Rev. (2021).
- *The Invisible Web at Work: Artificial Intelligence and Electronic Surveillance in the Workplace*, 41 Berkeley J. Lab. & Employ. L. 1 (co-authored with Kathy Stone (UCLA)) (2020).
- *The Worldwide Response to Covid-19 Through a Labor/Employment Law Lens*, 51 Cumberland L. Rev. 147 (2020-21) (co-authored with Christopher Elko).
- *What Makes a "Reasoned" Arbitration Award?*, 12 Arbitration L. Rev. 81 (2020) (co-authored with Steven Hooten), available at <https://elibrary.law.psu.edu/arbitrationlawreview/vol12/iss1/3/>.

Recent Presentations

- *Dealing with Difficult Members*, Ohio Education Association, March 12, 2025.
- *Writing Effective Post-Hearing Labor Arbitration Briefs*, Detroit-Mercy Law School, March 7, 2025.
- *Arbitration in China*, ADR WIP Conference, October 2024, Sacramento.
- *AI in Arbitration*, National Association of Railroad Referees, September 26, 2024, Chicago.
- *Using AI to Teach LEL and ADR*, Colloquium on Scholarship in Employment & Labor Law, September 13, 2024, San Diego.
- *AI in Arbitration*, Arbitrator-Advocates Symposium, September 6, 2024, Columbus OH.
- *Past Practice*, Ohio Conference of Teamsters Annual Meeting, August 14, 2024.
- *AI in Mediation*, Jingsh Law Firm, May 24, 2024.
- *AI in the American Law School Classroom: One Approach to a Labor/Employment Law Seminar Course*, World Jurists Forum (May 16, 2024), Beijing.
- *AI and Employment Law*, presentation at China University of Political Science and Law, Beijing, March 12, 2024.
- *AI in the Workplace*, NAA Michigan Region Seminar on Artificial Intelligence for Arbitration & Arbitrators, Southfield, Michigan, January 11, 2024.
- *The Potential Impacts of Artificial Intelligence on the Workforce*, COLERA (Columbus LERA), November 21, 2023.
- *The Future of Work: A-I and Workplace Surveillance*, presentation to Department of Labor & federal colleagues, CEO Seminar Series, November 2, 2023.
- *Hot Topics in Labor Law*, Arbitrator & Advocate Symposium, Columbus OH, October 26-27, 2023.
- *Glacier Northwest: A "Concrete" Discussion of the Impact*, LERA-Northeast Ohio (Cleveland), September 27, 2023.
- *Using ChatGPT to Help Draft labor/Employment Documents*, Modern Lawyer's Conference on Law & Technology of Tomorrow, Warsaw, September 22, 2023.
- *Resolving Workplace Disputes in the U.S.: The Good, the Bad, and the Ugly*, Chinese University of Political Science and Law, September 21, 2023.
- *U.S. Exceptionalism and Worker Rights*, Chinese University of Political Science and Law, September 6, 2023.

- *Artificial Intelligence in the Public Sector Workplace*, OSBA Public Sector Labor Law Conference, Columbus, Ohio, June 23, 2023.
- *Preparing for Hearings; Burdens of Proof and Exhibits*, 2023 OCSEA Steward Conference, Columbus, Ohio, June 3, 2023.
- *Reforming the Federal Arbitration Act*, American Bar Association ADR Conference, Las Vegas, May 11, 2023.
- *Employment Law Implications of Working from Home in the U.S.*, Legal Regulation of Working from Home, China University of Political Science and Law and Friedrich Ebert Foundation, Beijing, China (online), November 26-27, 2022.
- *The Future of Online Commercial and Labor Arbitration Hearings*, Law & Technology of Tomorrow conference, Warsaw Poland, Nov. 19, 2022.
- *Public Sector Labor Law Update*, Sixth Annual Public Sector Labor Law Seminar, Ohio State Bar Association, June 24, 2022.
- *Recent Labor Arbitration Awards Involving COVID Issues*, presentation to Labor and Employment Relations Association Houston Chapter, May 26, 2022.
- *COVID, COVID, COVID: A Multitude of Workplace Issues*, presentation at meeting of National Academy of Arbitrators, Toronto, May 12, 2022.
- *Trade & Labour Arbitration*, panelist at meeting of National Academy of Arbitrators, Toronto, May 11, 2022.
- *Vaccine Mandate Issues in Labor Arbitration Awards*, presentation to Annual Conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, April 13, 2022.
- *Artificial Intelligence, Video Games, and Job Interviews*, presentation at Osgoode Hall Law School, York University, January 2022.

BILLING & TERMS

- **Per diem:** \$2000 per day of hearing not to exceed eight hours. \$250 per hour for all excess hearing time, all case administration and study time, and travel time from nearest office. Time spent to comply with one party's unilateral requirement of forms for payment (other than W-9), or for time attempting to collect unreasonably late payment, charged only to that party.
- **Cancellation:** One day's per diem for each scheduled hearing day postponed or canceled with less than 30 calendar days' notice.
- **Expenses:** No charge for routine office expenses. Mileage fees will be at the U.S. Government rate calculated from nearest office. **These offices are: Westerville OH (near Columbus), Chelsea MI (near Detroit), Chicago IL, and Bedford TX (near DFW).**
- **Air travel:** Approximately 30 days before a hearing requiring air travel, I will confirm the hearing with the parties and then purchase the least expensive airline ticket for convenient flights. I will bill the parties for any airline charge or cancellation fees incurred because of rescheduling, postponement, or cancellation of a scheduled hearing.
- **Payment responsibility:** All parties are jointly and severally liable for arbitration fees and expenses. Payment terms: Net 30 days from the date of the invoice regardless of any appeals.

Interest compounds at 2.0% per month thereafter. Late federal payments are subject to the Prompt Payment Act (PPA), 31 U.S.C. § 3902(a). If a collection action becomes necessary, the defaulting party will be responsible for all collection costs including reasonable attorney's fees.

- **Special Billing/Payment Procedures:** If a party has special billing requirements, including filling out forms or registering as a vendor, please let me know immediately so I can complete the process before the hearing. If a party fails to so inform me at the inception of the case, or if it is impossible for me to complete the process before I issue the award, or if the process takes more than a total of 1 hour, I will separately bill that party \$350/hour for time spent complying.
- **Subpoenas:** Testifying subpoenas should be emailed to both the Arbitrator and the opposing representative. Any objection should be prompt, by reply email. A subpoena to a non-employee should ordinarily include a Zoom option. Subpoenas to produce documents should be emailed to both the Arbitrator and the opposing representative and should explain why, given the 8(a)(5) duty to exchange relevant information, the formality of a subpoena is necessary. I will then ordinarily schedule a Zoom call to discuss.