

**Email:** [leehornberger@leehornberger.com](mailto:leehornberger@leehornberger.com) (Preferred Contact Method)

**Present Occupation** Arbitrator and Mediator. Inperson & virtual hearings in Mich. Only virtual hearings outside of Mich.

**Mailing Address**

6730 Mission Ridge  
Traverse City, MI 49686

**Additional Addresses**

Chicago, IL 60654  
Seattle, WA 98101  
Los Angeles, CA 90071

(231)590-6103

**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 2022-25. 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  
Grand Traverse County Board of Canvassers (2007-16)  
Grand Traverse-Leelanau-Antrim Bar Association (President 2007-2008)  
Michigan Dispute Resolution Journal (2013-18)  
Michigan State Bar Foundation  
National Academy of Distinguished Neutrals (Diplomate Member)  
State Bar of Michigan (Chair, Alternative Dispute Resolution Section 2017-2018)  
The Labor Relations Connection  
Traverse City Human Rights Commission (Chair 2015-16)

**EDUCATION**

LLM in Labor Law Labor law Wayne State University 1982  
JD cum laude Law University Of Michigan 1968  
BA Political Science University Of Michigan 1966

**CERTIFICATIONS**

Attorney  
Video Arbitration Capable  
In Person Ready  
Law - United States Court of Appeals, Federal Circuit 2003  
Law - United States Supreme Court 1998  
Law - State Of Ohio (inactive) 1980  
Law - United States Court of Appeals, Sixth Circuit 1973  
Law - United States Court of Military Appeals 1970  
Law - State Of Michigan 1969

**ARBITRATION/LABOR RELATIONS EXPERIENCE**

Little Traverse Bay Bands of Odawa Indians - Hearing Officer, 2011  
Arbitration and Mediation Office of Lee Hornberger - Arbitrator and Mediator, 2007  
Grand Traverse Band of Ottawa and Chippewa Indians - Hearing Officer, 2005  
Labor and Employment Law Office of Lee Hornberger - Labor and Employment Attorney, 1982 - 2007  
The Kroger Co. - Labor Attorney, 1979 - 1982  
Dyer Meek Ruesegger & Bullard - Attorney, 1974 - 1979  
Office of the Solicitor, U.S. Department of Labor - Attorney, 1971 - 1974  
U.S. Army Military Police Corps - Captain - Security Officer - Commander Vietnamese Guard Force, 1970 - 1971  
U.S. Army Military Police Corps - Lieutenant - Correctional Officer - Detailed Defense Counsel , 1969 - 1970

**INDUSTRIES**

Advertising, Aluminum, Automotive, Bakery, Banking, Beverage, Broadcasting, Building products, Canning, Cement, Coal, Communications, Construction, Dairy, Education, Electronics, Entertainment/arts, Food manu/proc/service, Foundry, Health care, Hospital/nursing home, Hotels/motels/casinos/resorts, Lumber, Machinery, Maritime, Meat packing, Metal fabrication, Mining, Nuclear energy, Office workers/clerical, Organizations, Packaging, Pharmaceuticals, Plastics, Police & fire, Printing & publishing, Prison guard, Public sector grievance, Pulp & paper, Railroads, Real estate, Restaurants, Retail stores, Rubber/tire, Shipbuilding/dry-dock, Stone/quarry, Transportation, Trucking & storage, Utilities, Warehousing

**ISSUES**

Absenteeism, Age, Arbitrability, Bargaining unit work, Bonus fringe benefits, Conduct (off-duty/personal), Demotion, Disability, Discipline (discharge), Discipline (non-discharge), 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, Pension claim (fed. statute), 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 or 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 Arbitration Roster; American Arbitration Association; District of Columbia Employee Relations Board; 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**

25-1 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**

Per Diem: \$1,600.00

\$1,600.00 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.

In-person and virtual hearings in Michigan. Only virtual hearings outside of Michigan.