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Present Occupation: Arbitrator/Mediator/Attorney

First Business Address:

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Second Business Address:

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(all correspondence should be sent to the Cincinnati, Ohio address or via e-mail.)

Professional Affiliations:

Association for Conflict Resolution
Ohio Bar Association
Industrial Research Association

American Bar Association
Cincinnati Bar Association

Education:

JD Law Northern Kentucky University, Salmon P. Chase College of Law (1982)
BS Political Science Miami University, Oxford, Ohio (1976)
FMCS Labor Arbitrator Training Program (2002)
Employment Law Mediation Program- Alliance for Dispute Resolution (2001)

Certifications:

Law Ohio (1982)
Mediator Alliance for Dispute Resolution, Cornell University (2001)

With over twenty-five years of labor and employee relations experience in the manufacturing, automotive, mining, packaging, distribution, transportation, foundry and chemical industries I provide a fair and balanced perspective to labor arbitration. Starting on the factory floor as production worker and member of the United Steelworkers Union, I have also held first line supervisory and second shift superintendent positions in both manufacturing and distribution. While working as the Labor Relations Manager I attended law school at night earning my Juris Doctorate Degree.

Upon admission to the Ohio Bar I joined Eagle Picher Industries, Inc. At that time Eagle Picher was a diversified manufacturer with over 50 plants in the United States serving the automotive, chemical, and industrial markets. While at Eagle Picher I negotiated over 40 collective bargaining agreements with various unions including the UAW, Teamsters, Operating Engineers, United Steelworkers, Graphic Communication Workers, Ironworkers and Boilermakers. In addition I served as first chair in numerous arbitrations and negotiated the settlement of hundreds of grievances during my career. In addition to my knowledge of contract interpretation and principles of due process in discipline and discharge cases, as a result of my experience, I am able bring an understanding of the dynamics of the shop floor to the arbitration process.

Arbitration/Labor Relations Experience:

2001 to Present: Arbitrator/Mediator. Arbitrate labor and employment cases (see industries and issues below) for FMCS and private party appointment. **1992-2001**, served as the Manager (1992-95), Director (1995-97) and Vice President of Human Resources (1997-2001) for Eagle-Picher Industries, Inc. where I negotiated over 40 labor agreements with various unions including the United Automobile Workers Union, United Steelworkers of America, the International Brotherhood of Teamsters, the Operating Engineers, and

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the Ironworkers union. Served as advocate in arbitration. **1988-1992:** Director of Asbestos Claims Unit, Eagle-Picher Industries, Inc. Negotiated settlement of over 20,000 asbestos related personal injury claims. **1984-1988:** Employee Relations Counsel, Eagle-Picher Industries, Inc. Negotiated labor agreements, advocate in arbitration. **1976-1984:** Production worker, first line supervisor, personnel manager.

Industries:

Aerospace, aluminum, automotive, bakery, beverage, brewery, cement, chemical, distillery, distribution, education, electronics, energy, feed/fertilizer, federal government, foundry, grain mill, health care, hospitality, hotels –casino resorts, machinery, metal fabricating, mining, packaging, paper, petrochemicals, plastics, printing, prison guard, pulp & paper, Rubber/tire, steel, telecommunications, transportation, utilities.

Issues:

Affirmative Action, Absenteeism, Arbitrability, Bargaining unit work, Bonus/fringe benefits, Conduct (off duty/personal), Cost of living pay, Demotion, Discipline (non-discharge), Discipline (discharge), Disability, Age Discrimination, Race Discrimination, Sex Discrimination, Drug/alcohol violations, Grievance Mediation, Holiday Pay, Incentive Pay, Job Performance, Job Classification & rates, Job Posting & Bidding, Management Rights, Overtime Pay, Vacation, Job Posting/bidding, layoffs, bumps/recall, Past Practice, Pension and Welfare Plans, Promotion, Safety/Health Conditions, Seniority, Subcontracting/Contracting out, Holiday pay, Job Classification & Rates, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments.

Permanent panels:

Teamsters Local Union No. 175 and Rite Aid Corporation
SEIU 1199 District WVKYOH and Pride in Logan County, Inc.
Social Security Administration and the American Federation of Government Employees

Arbitration Rosters:

Federal Mediation and Conciliation Service
National Mediation Board
Social Security Administration

Reported Decisions:

122 LA 1108, 125 LA 1345, 128 LA 1109, 128 LA 1183, 129 LA 371, 129 LA 1423, 130 LA 791, 130 LA 1254, 131 LA 1537, 132 LA 1383; 133 LA 924; 133 LA 996, 134 LA 25; 137 LA 573; 137 LA 1229

Fees:

Per Diem Fee: \$1000.00

Docketing Fee: None

Cancellation Fee: (see below)

Grievance Arbitration: The fee is \$1000.00 per day for hearing and for research and preparation of the opinion and award. A hearing day is up to eight hours. Time for research and preparation is prorated.

Cancellation Policy: If the scheduled hearing is postponed or canceled with notice of less than twenty-one (21) calendar days, the per diem for each day of hearing scheduled shall be charged unless another matter can be scheduled in its place. For hearings scheduled for three days or more, a notice period of four weeks (28 calendar days) shall apply.

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Travel Time: Travel time is charged at \$125 per hour up to four hours from the nearest business address. Thereafter, the per diem fee is charged. There is no travel charge for hearings held within a 60-mile radius of Cincinnati, Ohio.

Expenses: Arbitrator charges actual cost of reasonable expenses including airfare (lowest fare available), car rental, food and lodging. Automobile mileage is charged at the applicable IRS expense rate.

Employment Arbitration and Mediation: The arbitrator charges \$1200 per day (up to eight hours) for employment arbitration and mediation. Time for research and preparation is prorated at \$150 per hour.

Fact-Finding: The arbitrator charges the allowed per diem rate for public sector fact-finding.