

Email: eblawson@earthlink.net

Present Occupation: Arbitrator/Lawyer

First Business Address:

11 Whitney Place
Saratoga Springs, NY 12866
Phone: (518) 587-0403
Fax: (518) 587-0403

Second Business Address:

501 Walter Road
Cochranville, PA 19330

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators
New York State Bar Association
Industrial Relations Research Association (formerly President, Western New York IRRA)
Association for Conflict Resolution (formerly SPIDR-Charter member)
Saratoga County Bar Association

EDUCATION:

BA	Syracuse University	1963
MA	Colgate University	1969
JD	State University of NY (Buffalo)	1982

CERTIFICATIONS:

U.S. Supreme Court, 2000
U.S. District Court for the Western District of NY, 1993
Appellate Division of the Supreme Court, NY, 1984
Impartial Hearing Officer, University of the State of New York, State Education Department, Certified, 1985, Recertified, 1995, 2001, 2002. Certified VESID Hearing Officer, 1993, Recertified, 1995, 1998
University of the State of New York, State Education Department, Permanent Teaching Certificate (Social Studies), 1967
Certified, Better Business Bureau, Community and Consumer Disputes Settlement Panel, 1980

ARBITRATION/LABOR RELATIONS EXPERIENCE:

In 1969 I began working as a Public Employment Mediator for the New York State Public Employment Relations Board (PERB). Successive promotions to Supervising Public Employment Mediator and then to Chief Regional Mediator assigned to Western New York resulted in a transfer to Buffalo. While working for PERB in Buffalo, I was in charge of approximately 35 per diem mediators, fact finders and arbitrators who administered the dispute settlement provisions of the NY Taylor Law.

In 1979 I retired from PERB, went to law school and commenced a career as a per diem neutral working primarily as a labor arbitrator. After graduation from law school, I maintained a small law office in East Aurora, New York before moving my principal office and residence to Saratoga Springs, NY in 2001. Throughout this period a small office has been maintained in southeastern Pennsylvania.

During my labor relations career, I have maintained a strong academic interest in alternative dispute resolution. I have co-authored two texts on collective bargaining and arbitration and wrote and appeared in two videotapes developed for training purposes. I hold appointment to the extension faculty of Cornell University and have taught in numerous colleges and universities. I have written and published twenty articles on labor relations subjects, and they have appeared in various trade publications as well as in the popular press.

INDUSTRIES:

Agriculture, Auto, Bakery, Brass & Copper, Automotive, Broadcasting, Cement, Clothing, Coal, Communications, Construction, Leather, Entertainment/Arts, Federal Sector Grievance, Food, Foundry, Health Care, Hotel/Restaurant, Iron, Local Government, Machinery, Manufacturing, Meat Packing, Metal Bas, Paint And Varnish, Petroleum, Plastics, Police And Fire, Print And Publications, Public Sector Grievance, Public Sector Interest Arbitration, Retail, Service, Steel, Textile, Transportation, Trucking And Storage, Upholstery, Utilities, Clerical, Real Estate, Electrical, Insurance, Nonferrous Metals, Warehousing, Banking, Real Estate

ISSUES:

Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Contract Terms, Overtime, Past Practices, Pensions, Rates Of Pay, RIF, Call-In, Callback Pay, Safety, Scheduling Of Work, Seniority, Union Business, Vacations And Vacation Pay, Work Performance, Work Comp, AWOL< COLA, Contracting Out, Guaranteed Work Week, Insubordination, Leave Of Absence, Merit Pay, Fringe Benefits, Performance Appraisal, Promotions, Reassignment, Shift Hours, Hours Of Work, Sick Leave, Wages, Work Week Change, Sexual Harassment, Grievance Mediation

PERMANENT PANELS:

State of NY and Civil Service Employees Association; Professional Employees Association, AFSCME Council 82, NYSCOPBA; Buffalo News and Guild; City of NY and UFT 302a Ed. Law Rotating Panel; VA and AFGE; DDDS and DDEA; Counties of Steuben, Niagara, Chautauqua Broome and CSEA; Dept. of HHS, SSA and AFGE and NTEU panels; State of Iowa and AFSCME; Ohio Education Assn. And Professional Staff Union; US Postal Service and Transformative Mediation Panel, NE

ARBITRATION ROSTERS:

FMCS, NMB, State Panels in New York, New Jersey, Pennsylvania, Iowa, Connecticut; AAA National Labor Panel (White Plains, Philadelphia, Cleveland, New York, Syracuse); Province of Ontario, Canada

PUBLISHED CASES:

American Arbitration Association; Bureau of National Affairs, Commerce Clearing House

SIGNIFICANT PUBLICATIONS:

“Collective Bargaining in the Public Sector” (co-author) First casebook in NY state; “Essentials of Labor Arbitration (co-author) – See above history

FEES:

PER DIEM FEE: \$1,000.00

\$900 – New York Metro and Washington, DC

CANCELLATION FEE: Per diem will be charged if scheduled hearing is cancelled or postponed in 10 business days or less of the scheduled hearing date.