

MR. RUSSELL C. NEAS

Email: gerald.neas@eds.com

Present Occupation: Labor Arbitrator

Business Address:
3377 East Skelly Drive
No. 106
Phone: 918-742-4846
Fax: 918-742-4846
Tulsa, OK 74135

PROFESSIONAL AFFILIATIONS:
National Academy of Arbitrators
Industrial Relations Research Association

EDUCATION:
BS Math - Pittsburg State University
MS Education - Pittsburg State University

ARBITRATION/LABOR RELATIONS EXPERIENCE:
1970 - Present: Labor Arbitrator (see industries and issues below). Have served on permanent panels - both regular and expedited, both private and public sectors. Served on Kansas State Labor-Management Council 1958-1969. President of musicians union, AFM Local 452. Employed by National Gypsum Company 1951-1970 in positions of Training Supervisor, IR Administrative Assistant, IR Staff Assistant, Personnel Manager, and Director of Industrial Relations. Chief Company Spokesman - negotiated and administered collective bargaining agreements with OCAW, IBEW. UBC&J, IBF&O and UAP&PI. Management advocate in arbitration cases.

INDUSTRIES:
Aerospace, Automotive, Bakery, Building Products, Canning, Cement, Chemicals, Clothing, Coal, Communications, Computers, Construction, Dairy, Education, Electrical Equipment/Appliances, Electric Power Plant, Electronics, Emergency Ambulance, Feed & Fertilizer, Food Processing (Mfg./Proc./Service) Food Stores, Foundry, Frozen Foods, Furniture, Glass, Grain Mill, Health Care, Hospitals, Insurance, Iron, Lumber, Machinery, Maritime, Mass Transit, Meat Packing, Metal Fabrication, Mining, Municipalities, Muzak, Nonferrous Metals, Nuclear Energy, Office Workers/Clerical, Oil Refinery, Organizations, Packaging, Paint & Varnish, Petroleum/Petrochemicals, Pipe Line, Plastics, Printing & Publishing, Prisons, Public Schools, Pulp & Paper, Police & Fire, Refrigeration/HVAC, Restaurants, Retail Stores, Rubber/Tire, Scientific Instruments, Shipbuilding/Dry Dock, Steel, Stone Quarry, Transportation, Trucking & Storage, Utilities, Warehousing.

ISSUES:
Arbitrability, Absenteeism, Alcohol and Drug Abuse, AWOL,

Bargaining Unit Work, Bulletin Boards, Bumping, Call Out, Contracting Out, COLA, Demotion, Discharge, Disparate Treatment, Dress Code, Electrical Appliances, Employee Assistance Program, Fighting, Incentive Rates, Insubordination, Insurance, Job Classification, Job Description, Job Evaluation, Job Posting & Bidding, Holidays, Leave of Absence, Merit Pay, New Contract Terms, Military Leave, Mining, Overtime, Off Duty Conduct, OSHA Violations, Performance Appraisal, Physical Ability, Pension & Welfare, Promotions, Production Standard, Race Discrimination, Recall, Reduction in Force, Resignation, Sabotage, Safety/Health, Seniority, Sexual Discrimination, Sexual Harassment, Shift Schedules, Sick Leave, Sleeping, Strikes, Threats, Uniforms, Union Activity, Vacation, Work Week, Workers Compensation.

PERMANENT PANELS:

Tinker Air Force Base
U. S. Customs
General Services Administration

ARBITRATION ROSTERS:

National Mediation Board

PUBLISHED CASES:

117 LA 515 (2002); 116 LA 945 (2002); 110 LA 697 (2002); 114 LA 1477 (2000); 114 LA 872 (2000); 113 LA 750 (2000); 112 LA 241 (1999); 111 LA 637 (1999); 111 LA 280 (1998); 109 LA 761 (1998); 108 LA 737 (1997); 108 LA 537 (1997); 106 LA 298 (1996); 105 LA 277 1995; 103 LLA 684 (1995); 104 LA 8 (1995); 102 LA 636 (1994); 101 LA 1161 (1994); 100 LA 137y (1992); 95 LA 532 (1990).

FEES:

PER DIEM FEE: \$800.00; DOCKETING FEE: \$100; CANCELLATION FEE: (See below).

Grievance Arbitration. The fee is \$800 per day for hearing, and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Overtime rate after eight hours is \$200 per hour. Time for research and preparation is prorated.

Cancellation Policy: If the scheduled hearing is postponed or canceled after the parties have confirmed the schedule, one day per diem will be charged for each day reserved for the hearing.

Interest Arbitration, Fact Finding and Mediation. Same as charged for grievance arbitration. Travel Time: Arbitrator charges one day per diem for any portion of a travel day up to eight hours. Fee is prorated for travel time over eight hours for one day at \$200/hour. Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate.

Detailed fee schedules will be forwarded to parties immediately upon selection.