

ELIZABETH NEUMEIER
Arbitration-Mediation-Dispute Resolution
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EDUCATION - BAR ADMISSIONS

- ~Juris Doctor, 1975, Boston University School of Law
- ~Bachelor of Arts in Economics, 1972, New York University
- ~Supreme Judicial Court, Commonwealth of Massachusetts, 1975;
- ~District of Columbia Court of Appeals, 1976

PROFESSIONAL EXPERIENCE: 1983 TO PRESENT Full-time practice (more than 2,000 cases) as an arbitrator, mediator, facilitator and dispute resolution consultant.

Permanent Panel Appointments (past and current):

- ~ATI Allegheny Ludlum and United Steelworkers of America, AFL-CIO
- ~American Airlines and Association of Professional Flight Attendants
- ~Bituminous Coal Operators' Association - United Mine Workers of America, District 29
- ~Consolidated Rail Corporation and Brotherhood of Railway Signalmen, P.L.B. 5654
- ~Federal Aviation Administration and National Air Traffic Controllers Association, AFL-CIO
- ~Geneva Steel Company and United Steelworkers of American, AFL-CIO
- ~Iron Ore Industry Board of Arbitration
- ~J&L Specialty Steel and United Steelworkers of America, AFL-CIO
- ~LTV Steel Company and United Steelworkers of America, AFL-CIO
- ~Maine State Employees Association and State of Maine
- ~Maine State Employees Association and State of Maine Judicial Department
- ~Major League Baseball and Major League Baseball Players Association
- ~Mid-Atlantic Area Council (MAAC) - Electric Reliability Council
- ~National Hockey League and National Hockey League Players Association
- ~National Steel Company and United Steelworkers of America
- ~SEIU Local 615 and Security Services Industry Boston and Cambridge
- ~Sikorsky Aircraft and IBT Local 1140
- ~Social Security Administration and American Federation of Government Employees
- ~Southwest Airlines and TWU Local 550
- ~State of Connecticut and Administrative and Residual Employees Union
- ~PJM Interconnection, L.L.C. - ISO, Bulk Electric Transmission Grid
- ~Port Authority of Allegheny County and the Amalgamated Transit Union, Local No. 85
- ~The Belt Railway and United Transportation Union, P.L.B. No. 6919
- ~Union Pacific Railroad Company and United Transportation Union, P.L.B. No. 5704
- ~United Airlines and Air Line Pilots Association, AFL-CIO
- ~United States Steel Corporation and United Steelworkers of America, AFL-CIO
- ~USPS and NPMHU and APWU (RI-399, Northeast Region)

Issues:

Ability, Absenteeism, Agency Fees, Alcohol/Drug Abuse, Arbitrability, Assignment of Work, Bargaining Unit Work, Baseball Salaries, Benefits, Bumping, Call-In/Call-Back, Call-In/Call-Back Pay, Classification, Compensation, Contract Terms, Contracting Out, Crew Size, Demotions, Disability, Discharge, Discipline, Discrimination, Environment, Fringe Benefits, Funeral Leave, Grievance

Mediation, Grievance Procedure, Guaranteed Work Week, Health/Welfare, Hockey Salaries, Holiday Pay, Holidays, Incentive Pay, Incentive Standards, Insubordination, Interest Arbitration (Public and Private), Job Assignments/Combinations/Eliminations, Layoff, Light Duty, Local Working Conditions, Lockouts, Management Rights, Mergers, Official Time, Overtime, Past Practices, Pay Rates, Pensions, Profit Sharing, Promotions, Recall, Reporting Pay, Representation, Resignation, Retirement, Safety, Safety Inspections, Scheduling of Work, Seniority, Severance, Sexual Harassment, Shift Hours/Assignments, Shutdown, Sick Pay, Sick Time, Strikes, Subcontracting, Transfers, Union Business, Union Representation, Vacations, Vacation Pay, Vacation Scheduling, Violence/Threats, Wages, Work Assignments, Work Performance, Work Week Changes, Working Conditions

Industries:

Airlines, Air Traffic Control, Baking, Baseball, Brewing, Chemicals, Clerical, Coal, Communications, Construction, Drug Counseling, Education (Nursery School, Grade School, High School, University), Electrical Equipment, Electrical Power, Electrical Utilities, Fire, Food Services, Government (Local, State, Federal), Health Care, Hockey, Iron Ore, Machine Tool, Metal Fabrication, Mining, Paint & Varnish, Paramedics, Pharmaceutical, Police, Prisons, Railroads, Retail, Service, Steel, Storage, Television Broadcasting, Transportation, Trucking, Utilities, Warehousing

Rosters:

- ~American Arbitration Association
- ~Federal Mediation and Conciliation Service
- ~Labor Relations Connection
- ~Massachusetts Department of Labor Relations and Joint L-M Committee on Municipal Police and Fire
- ~National Mediation Board
- ~New Hampshire Public Employee Labor Relations Board
- ~North American Agreement on Labor Cooperation (NAFTA)
- ~U.S. District Court, District of MA ADR Program

2008-2016 - Member, Commonwealth Employment Relations Board

2015-2016 - Member, Presidential Emergency Board No. 249 (New Jersey Transit)

1994 - Member, Presidential Emergency Board No. 225 (The Soo Line)

1980-1982 - Attorney-Advisor, Office of Chief Counsel, Federal Labor Relations Authority, Washington, D.C.

- ~Researched legislative history and case law pertaining to arbitrability issues.
- ~Drafted decisions for issuance by the FLRA.

1975-1979 - Counsel, Association of Flight Attendants, AFL-CIO, Washington, D.C.

- ~Represented flight attendants in collective bargaining, mediation, and arbitration.
- ~Participated in hearings and proceedings involving airline deregulation before the Department of Labor, Civil Aeronautics Board and Federal Aviation Administration.
- ~Represented flight attendants in National Transportation Safety Board airline crash investigations.

PROFESSIONAL ASSOCIATIONS

- ~National Academy of Arbitrators (NAA, admitted 1990)
- ~Labor Relations Research Association (LERA) Boston Chapter

FEES

Grievance Arbitration: \$2,000 per diem for all or any part of an eight-hour hearing day. Time spent on preparation, research, study and writing of the opinion and award is prorated.

Interest Arbitration, Fact-Finding: \$2,200 for all or any part of an eight-hour hearing day. Time spent on preparation, research, study and writing of the opinion and award is prorated.

Mediation: \$350 per hour. (Six-hour day for cancellation policy purposes, i.e., \$2,100.)

Travel Time: On the day of the hearing no charge for up to two hours of travel time, prorated per diem fee for time in excess of 10 hours. Non-hearing day travel time is prorated.

Cancellation Policy: If other matter cannot be scheduled: Full per diem for days postponed or canceled within 3 weeks of the scheduled date(s), except that if 2 or more days are scheduled consecutively or if overnight travel is required, full per diem for each day postponed or canceled within 4 weeks of the scheduled date(s).