

WISCONSIN EMPLOYMENT RELATIONS COMMISSION
ARBITRATOR'S BIOGRAPHICAL SKETCH

NAME: Dan Nielsen

ADDRESS: P.O. Box 549, Lake Bluff, IL 60044-0549

PHONE: (847) 680-1413 **FAX:** (847)557-1340

E-Mail: Dan.Nielsen.Arb@GMail.com

BIRTHDATE: 02-16-1954

EDUCATION: B.S. Labor Economics, University of Wisconsin-Parkside;
J.D., University of Wisconsin Law School

OCCUPATION: Mediator, Arbitrator, Hearing Officer

PROFESSIONAL AFFILIATIONS:

Fellow, College of Labor and Employment Lawyers; Member, National Academy of Arbitrators (1990-present); Midwest Regional Chair (1991-93); Chair, Professional Organization Liaison (2004-2006); Member, NAA Board of Governors (2006-2009); Program Chair (2013 Vancouver Meeting); Vice President (2013-2015); Chair, Committee on Professional Responsibilities and Grievances (2015-present); Co-Chair, ABA Committee on State and Local Collective Bargaining and Employment Law (2013-2016); National Association of Railroad Referees; Association of Labor Relations Agencies, United States and Canada (Executive Board, 1998-2005; President, 2003-04); Editorial Board, *The Neutrality Project* (principal author, Chapter 4 – *Special Considerations Regarding Mediation*)

EXPERIENCE: (Issues & Sector/Industry)

Arbitrator and mediator in approximately 4,000 private and public sector cases since 1982
Staff Attorney/Mediator, Wisconsin Employment Relations Commission, 1982-86; 1990-2011
Director, Labor and Industrial Relations Degree Program, University of Wisconsin's Parkside campus, 1988-90
Assistant Professor of Labor & Industrial Relations, Business School, University of Wisconsin's Parkside campus, 1987-90

Rosters:

- Federal Mediation & Conciliation Service Roster of Arbitrators and Mediators
- American Arbitration Association Labor Panels
- National Mediation Board Roster
- Illinois Labor Board Roster
- Washington State PERC Roster
- Wisconsin Employment Relations Commission Roster

Permanent Panels / Umpireships:

- AT&T and IBEW Local 21
- Burlington Northern Santa Fe Railroad and BMW
- City of Chicago and AFSCME, Teamsters, LIUNA, IBEW, SEIU, Trades
- Chicago Police Department and FOP Lodge 7 (Patrol), PBPA (Sergeants, Lieutenants and Captains);
- Chicago Public Schools and Chicago Teachers Union
- Chicago Transit Authority and ATU
- Chicago Joint Conference Board (Construction Industry Jurisdictional Disputes)
- State of Illinois and various labor organizations
- Illinois State Board of Education Tenured Teacher Dismissals Panel
- Internal Revenue Service and NTEU
- United Airlines and Airline Pilots Association
- United Airlines and Association of Flight Attendants
- United Parcel Service and Teamsters Local 705 Grievance panel – Sitting Arbitrator

Issues Decided: Absenteeism; alcohol and drug abuse; arbitrability; work assignment; bargaining unit work; demotion; discharge and discipline; fighting; fringe benefits; holiday and holiday pay; incentive rates and standards; insubordination; interest arbitration; job classification; job evaluation; job posting and bidding; jurisdiction of labor organizations; layoff, bumping and recall; management rights; overtime; past practice; plant closing; profane language; productivity; rates of pay; reporting, call-in and call-back pay; safety; scheduling of work; seniority; strikes and lockouts; sexual harassment; theft; training; transfer; union business; wages; work performance; working conditions; and numerous others.

Industries:

Advertising; aerospace; airlines; aluminum; automobile manufacturing, sales and service; bakery; beverage; brewing; broadcasting; charities; chemical; clothing; communications; construction; distilling; education; electronic and electrical; entertainment and arts; firefighting; food; foundry; furniture; government (federal, state and local); heating and ventilation; hospitals and health care; hospitality; hotel; lumber; machining; manufacturing; nuclear; railroads; restaurants; transportation; trucking; utilities; warehousing; and numerous others.

FEE AND EXPENSE PRACTICE:

\$1,400 per diem for mediating and arbitrating Grievance cases

\$1,650 per diem for mediating and arbitrating Interest Arbitration cases

Cancellation: A cancellation fee of one day's per diem will be charged for each day of hearing canceled or postponed within 14 days of the hearing date. By way of illustration, a case scheduled for Friday the 10th must be cancelled by the end of the business day on Thursday the 23rd. Actual expenses incurred (guaranteed reservations, for example) are also billed. If a party asks to reserve an unusually large number of dates, a longer cancellation period may be used.

Travel: Reasonable actual expenses; mileage is charged within Wisconsin at the IRS rate; travel time is charged on the basis of a ten-hour day; there is no charge for travel time on the day of the hearing.

NOTE: The arbitrator shall not charge any fee other than the above stated fees.

03/18