

PREDICTING ARBITRATION AWARDS FOR DISCIPLINE AND DISCHARGE CASES

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ABSTRACT

Previous arbitration literature has provided a limited analysis of the predictors of arbitrator discharge and discipline decisions. These limitations have been due to small sample sizes, non-random samples, the use of less robust empirical methodology, and fewer independent variables. 2050 case award summaries, which compose almost the entire population of Minnesota discharge and discipline cases from 1983 - 2005, were read and coded along with complementary data from available public records. Using multinomial logistic regression these findings counter the limitations found in the earlier literature and provide further insight to what predicts a management win, loss, and split decision.