

ANDREW M. ROBERTS

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EDUCATION: M.A. (Labor Relations), 1982, University of Minnesota

J.D., 1978, University of Wisconsin Law School

B.A., 1975, University of Wisconsin-Milwaukee

PROFESSIONAL AFFILIATIONS: FMCS, Iowa PERB panel, Minnesota BMS panel, OR PERB panel, WA PERC panel, IL Educational Labor Relations Board panel, WI State Bar.

EXPERIENCE: (Issues & Sector/Industry)

Issued over two hundred fifty arbitration awards in the public and private sectors. Discipline (warnings and suspensions) and discharge; pay rates; job evaluation; seniority (e.g., promotions, layoffs and transfers); hours and work schedules; working conditions; vacations and vacation pay; holidays and holiday pay; overtime; call-in/call-back pay; benefits; leaves; subcontracting; management rights; discrimination; job posting and bidding; arbitrability (both substantive and procedural); and work rules.

FEES AND EXPENSES:

Per diem: (a) Time spent in hearing and travel, \$1,000.00 per day, with at least one full day's fee for the first day of hearing; and (b) time spent in additional hearing, travel, and/or preparation of the award, pro-rated based upon the daily fee.

Travel: Actual expenses from the address listed above. Mileage is at the current IRS rate. Expenses may include lodging and meals.

Cancellation or postponement of a scheduled hearing: (a) \$500.00 charge if notice is received 15 to 30 days prior to the hearing date; or (b) \$1,000.00 charge if notice is received 14 days or less prior to the hearing date.