

WISCONSIN EMPLOYMENT RELATIONS COMMISSION  
ARBITRATOR'S BIOGRAPHICAL SKETCH

**NAME:** Andrew M. Roberts

**ADDRESS:** 3118 Center Avenue  
Madison, WI 53704

**TELEPHONE:**     **Business:**     (608) 212-6844             **Residence:**     (608) 241-9493  
                          **Fax:**             (608) 729-3179             **E-Mail:**         [strebor50@charter.net](mailto:strebor50@charter.net)

**DATE OF BIRTH:** November 15, 1953

**EDUCATION:**     M.A. (Labor Relations), 1982, University of Minnesota  
                          J.D., 1978, University of Wisconsin Law School  
                          B.A., 1975, University of Wisconsin-Milwaukee  
                          Certified Employee Benefits Specialist, 1988, Wharton School

**OCCUPATION:**

**Principal:**     Administrative Law Judge, Workers' Compensation, (State of Wisconsin)

**Secondary:**    Arbitrator

**PROFESSIONAL AFFILIATIONS:**

FMCS, Minnesota BMS Panel, Illinois Educational Labor Relations Board Panel, State Bar, State of Wisconsin, Washington Public Employment Relations Commission, Oregon Employment Relations Board

**EXPERIENCE: (Issues & Sector/Industry)**

Issued over one 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.

**FEE AND EXPENSE PRACTICE:**

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

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