

WISCONSIN EMPLOYMENT RELATIONS COMMISSION
ARBITRATOR'S BIOGRAPHICAL SKETCH

NAME: Andrew M. Roberts

ADDRESS: 3118 Center Avenue
Madison, WI 53704

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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, \$1,200.00 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 \$600.00 charge if notice is received 15 to 30 days prior to the hearing date; or (b) a \$1,200.00 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.