

LAWRENCE ROBERTS
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NATURE OF PRACTICE: Dispute Resolution: Arbitration, Mediation and Fact Finding.

EDUCATION:

- Masters Degree, Personnel Mgt, Central Michigan, 1982
- Bachelors Degree, Sociology, Bowie State College, 1980
- Associates Degree, Human Resource Management, CCAF, 1978
- Advanced Arbitrator Training, AAA, 1988
- Advanced Arbitrator Training, BBB, 1988
- Mediator Training, DC Mediation Service, 1988
- Labor Relations and Personnel Mgt Courses, OPM, 1986
- Arbitrator Training, AAA, 1986

EXPERIENCE: Extensive experience in alternate dispute resolution of labor and employment issues. Has served as arbitrator, mediator and fact finder in both the public and private sectors involving all types of disputes since 1985. A comprehensive list of issues arbitrated is shown below.

PERMANENT PANEL ASSIGNMENTS:

- Apr 09- Present: Social Security HQ Washington DC
- Nov 02- Present: USPS/NALC New York Metro Regular Panel
- Nov 02- Present: USPS/NALC SE US Regular Panel
- Oct 01- Present: USPS/APWU Richmond Regular Panel
- Oct 01- Jun 06: US Steel/ UMWA Dist. 20 Panel
- Jan 99- Jun 06: Cannelton Ind./ UMWA Dist. 17 Panel
- Aug 98- Jun 06: Talon Mfg./ UMWA Dist. 17 Panel
- Aug 89- Jun 08: USS/ UMW Dist 20 Coal Arbitration Panel
- Oct 99- Oct 02: USPS/ NALC Mid Atlantic Regular Panel
- Oct 99- Oct 02: USPS/ NALC Allegheny Regular Panel
- Oct 99- Oct 02: USPS/ NALC Capital Area Regular Panel
- Oct 99- Oct 02: USPS/ NALC Baltimore Regular Panel
- Aug 99- Oct 01: USPS/APWU Appalachian Regular ARB Panel
- Aug 99- Oct 01: USPS/APWU Baltimore Regular ARB Panel
- Jun 98- Oct 01: USPS/ APWU NC Accelerated Panel
- Aug 97- May98: USPS/ APWU Mid-Atlantic Accelerated Panel
- Apr 95- Feb 00: USPS/ NALC Eastern Regular Panel
- Oct 91- Aug 99: USPS/ APWU Eastern Expedited Panel
- Apr 91- Jun 97: USPS/ NALC Eastern Expedited Panel
- Aug 91- Aug 95: Western Fuels/UMW Dist 15 Arbitration Panel
- Aug 91- Aug 94: KLee Processing/UMW Dist 20 Panel
- May 91- Jan 94: US Steel/UMW Dist 04 Coal Arbitration Panel
- Jul 91- Jul 92: HBC Barge Transition Team Leader

--Mar 90- Aug 94: Misc Co/UMW Dist 05 Coal Arbitration Panels
--May 90- Aug 94: Misc Co/UMW Dist 17 Coal Arbitration Panels
--Aug 89- Aug 94: Misc Co/UMW Dist 28 Coal Arbitration Panels
--Jul 88- Aug 94: Misc Co/UMW Dist 31 Coal Arbitration Panels
--Dec 87- Mar 89: Mediator, DC Mediation Service
--Jun 85- Mar 90: Commercial Arbitrator, DC BBB

WORK HISTORY: USAF 1960-1972; B&O/CSX/Chessie Railroad 1972-1974; USAF 1974 - 1982; Department of Defense 1982-1988; Lawrence Roberts Associates 1987- Present; PA House of Representatives 1992-2006.

RAILROAD AND AIRLINE EXPERIENCE: B&O/CSX/Chessie Railroad Brakeman and Retarder Operator.

PROFESSIONAL ASSOCIATIONS: Panel Member of: National Mediation Board (NMB); FMCS, NYS Public Employment Board, American Arbitration Association; PA Mediation Bureau Panel of Arbitrators; Society for Professionals in Dispute Resolution (SPIDR); Industrial Relations Research Association (IRRA); Society of Federal Labor Relations Professionals (SFLRP)

INDUSTRIES: Railroads, Chemical, Food, Government (Federal-Local), Health Care, Hospital, Paper, Police and Fire, Prison Guard and Corrections, Transportation, Travel, Steel, Education, Postal, Coal.

ISSUES ARBITRATED: Ability To Do Work; Abolished Position; Absenteeism; Accidents; Administrative Leave; Administrative Removal; Anti Violence Policy. Arbitrability; Assignment Of Work Outside Bargaining Unit; Attendance; Attorney Fees; AWOL; Back Pay; Bath House Maintenance Jurisdiction; Bidding; Brakeman Responsibilities; Bumping Rights; Compensation; Computer Use; Concurring Official; Contracting Out; Conversion; Crossing Crafts; Custodial Assignments; Custodial Work; Disability Form; Discharge; Discharge Procedure; Discipline; Discrimination; Dislocated Worker Program; Disparate Treatment; Doctor's Slip; Dozer Engine Work; Dozer Transport; DPS Route Adjustments; Driver Suspension; Driving Privileges. Drug Use; Due Process; EESP Agreement; Elimination Of Work; Emergency Placement; Ex Parte Hearing; Extra Board; Failure To Bargain In Good Faith; False Information On Employment Application; Fine Grading; Fire Safety; Fitness For Duty; FMLA Documents; Foreman Doing Classified Work; Full Time Positions; Health Benefits; Holiday Work; Hot Cards; Idle Day Work; Impasse; Improper Conduct; Improper Transfer; Incarceration; Indefinite Suspension; Interest Arbitration; Janitor Position; Job Bidding; Job Posting; Just Cause; Lab Tests; Last Chance Agreement; Leave Buy Back; Leave Denial; Leave Requests; Letter Of Demand; Letter Of Warning; Light Duty; Limited Duty; Lunch Location; Lunch Window; Management Rights; Maximization; Medical Coverage; Mootness; New Position; Non Consecutive Days Off; Nursing Assistants; On the job injuries; Overtime; Overtime Desired List; Overtime Equitability; OWCP Fraud; Parking; Part Time Hours; Part Time To Full Time; Past Practice; Pay Levels; Position Reversions; Pre Disciplinary Interview; Pre-approved Leave; Privacy; Probationary Employee; Procedural; Pump Work; Rate Of Pay; Realignment & Layoff; Reasonable Accommodation For Disabled Employee; Reassignment; Recall Rights; Remedy; Removal; Removal Procedure; Rental Vehicle; Res Judicata; Retarder; Operation; Reversion; Road Work; Safety Committee; Schedule Changes; Scheduling; Security; Seniority; Seniority And Bidding Rights; Seniority And Recall; Seniority Rights And Bumping; Settlement Agreements; Sick Leave; Sick Leave While Incarcerated; Snow Emergency; Snowstorms; Sub-contracting; Subcontractor Doing Classified

Work; Supervisor Doing Bargaining Unit Work; Suspension; Suspension And Removal; Transfer Requests; Tardiness; Temporary Promotions; Temporary Hiring; Termination For Absence During Incarceration; Threats; Timeliness; Time Cards; Timetables; Train Crew; Train Crew Refused To Work Overtime; Insubordination; Transfer Denied; Transportation Of Coal; Travel Pay For POV; Unexcused Absence; Union's Orientation Time; Vacation; Vacation Pay; Vacation Pay On Temp Assignment; Window Of Operations; Work Adjustments; Work Jurisdiction; Working At Higher Level; Working Without Lunch Break;

FEES:

PER DIEM FEE: \$1000.00; CANCELLATION FEE: YES (as identified below).

Grievance Arbitration: The per diem fee is for an 8 hour day or any portion for hearing, research and drafting of award. Hourly rate is \$125.00. Other rates available.

Cancellation Policy: One-day cancellation fee is charged for *postponement, rescheduling* or *cancellation* received 15 days or fewer in advance of hearing. One half day is charged for all other cancelled hearings and all cancellations prior to establishing a hearing date. Two-day cancellation fee is charged when two consecutive days are canceled 30 days or fewer in advance of hearing. When three or more consecutive days are canceled *at any time*, the cancellation fee is charged for all days.

Expenses: Actual cost of reasonable and customary travel, meals, lodging, copying, phone, FAX and clerical assistance. Parties share non-refundable travel expenses caused by *postponement, rescheduling* and *cancellation*. Automobile mileage at IRS rate.

PUBLISHED CASES: Decisions published by Commerce Clearing House, BNA Labor Relations Reporter, LAIRS and the AXON Group.