

ROBERT W. CHESTER

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Present Occupation: Arbitrator, Mediator, Factfinder

First Business Address:

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Second Business Address:

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PROFESSIONAL ASSOCIATIONS:

Labor and Employment Research Association (LERA)
Three Rivers Area Labor Management Committee (TRALMC)
Senior Executive Association (SEA)
Veteran Owned Small Business (VOSB)

EDUCATION:

MBA	Business Management	Bradley University	Peoria, IL
BS	Business (Personnel Mgt.)	Towson University	Towson, MD

Select Continuing Education Training:

<i>Becoming a Labor Arbitrator</i>	FMCS
<i>Program on Negotiation</i>	Harvard Law School
<i>Mediation Training – Influencing and Negotiating</i>	FMCS
<i>ADR Training</i>	FMCS
<i>FLRA Statutory Training</i>	FLRA
<i>Effective Conflict Resolution</i>	Harvard Law School
<i>Business Negotiations</i>	Harvard Law School
<i>Leadership During Transition</i>	Excellence in Government
<i>Shared Neutrals Mediation Training</i>	FMCS
<i>Labor Arbitrator</i>	AAA

ARBITRATION/LABOR RELATIONS EXPERIENCE:

- 2014 – Present Labor Arbitrator
- 2009 – 2014 Regional Director, NLRB Region 6 Pittsburgh
- 2006 – 2009 Regional Director, NLRB Region 18 Minneapolis
- 2001 – 2006 Assistant to the Regional Director (ARD) NLRB Region 18 Minneapolis
- 1997 – 2001 Supervisory Labor Management Relations Examiner, NLRB Region 6
- 1985 – 1997 Labor Management Relations Examiner, NLRB Region 6 Pittsburgh
- 1976 – 1985 Labor Management Relations Examiner, NLRB Region 33 Peoria

I have over 46 years of experience as a neutral in labor relations. I started work for the NLRB as an investigator in 1976. I began my arbitration, mediation and fact-finding practice in 2014. I have experience as a Senior Executive, a Manager, a supervisor and as an Investigator. I was selected as Regional Director of the Minneapolis office of the NLRB in 2006. I am a US Army veteran, and I am the sole practitioner and owner of my business. I am on the FMCS panel and Pennsylvania Bureau of Mediation panel of arbitrators. I am a member of Labor & Employment Relations Association (LERA)

Western PA Chapter and also the Laurel Highlands Chapter, Three Rivers Area Labor Management Committee (TRALMC), and I am an invited guest for Western Pennsylvania National Academy of Arbitrator meetings. I issue timely awards. All of my awards have issued within 3-weeks of receipt of briefs or the close of the hearing.

I have handled just about every conceivable issue in virtually every industry in the private sector as well as the public sector. I conducted investigations into allegations of unfair labor practices, negotiated settlements, conducted representation case elections, conducted representation case pre-election and post-election hearings. I supervised the examiners and attorneys on my team and managed a variety of programs for the Region. As ARD I managed the Region's representation cases, managed a variety of programs, handled day-to-day labor relations and contract administration, and supervised a team of investigators. As Regional Director I had executive responsibilities for the operation of the Region. Throughout my career I conducted training in alternative dispute resolution and negotiations a Regional and National Training Conferences. I taught collective bargaining and labor relations at Bradley University.

INDUSTRIES:

Advertising, Aerospace, Aluminum, Automotive, Bakery, Banking, Beverage, Building Products, Brewery, Broadcasting, Canning, Cement, Chemicals, Clothing, Coal, Communications, Construction, Dairy, distillery, Education, Electrical Equipment, Electronics, Entertainment and The Arts, Feed and Fertilizer, Federal Sector, Food, Foundry, Furniture, Glass and Pottery, Grain Mill, Health Care, Hotel/Motel/Casino/Resorts, Hospital/Health Care/Nursing Home, Iron, Lumber, Machinery, Meat Packing, Metal Fabrication, Mining, Nuclear Energy, Office Workers/Clerical, Packaging, Paint, Petroleum/Petrochemicals, Pharmaceuticals, Plastics, Plumbing, Printing and Publishing, Guards, Pulp and Paper, Refrigeration/HVAC, Restaurant/Food Industry, Retail, Rubber/Tire, Shipbuilding/Dry-Dock, Sports, Steel, Stone/Quarry, Textile, Transportation, Trucking and Storage, Upholstering, Utilities and Warehousing.

ISSUES:

Absenteeism, affirmative action, arbitrability, bargaining unit work, conduct (off-duty), demotion, discipline (discharge and non-discharge), discrimination (age, disability, race, religion, national origin, sexual preference, union and concerted protected activity), drug and alcohol, fringe benefits (bonus, holidays, insurance, leave vacation, pension), grievance mediation, health/hospitalization, hiring practices and procedures, job performance, job posting/bidding, jurisdictional disputes (including hand-billing and picketing), layoffs/bumping/recall (including *Laidlaw* recall rights following a strike), management rights, official time, past practices, pension and welfare plans, promotion, retirement, safety and health, seniority, sexual harassment and bullying, strikes/lockouts/work-stoppages/slowdowns, subcontracting/contracting out, tenure, union security, wages (including bonus, cost-of-living, holiday pay, incentive pay, job classifications and rates, merit pay, overtime, severance pay and vacation pay), work-hours, working conditions and violence and threats.

FEES:

Per Diem Fee: \$1000.00
Docketing Fee: No Charge

Cancellation and Rescheduling Fee:

Hearing cancelled or rescheduled more than 21 calendar days before the hearing: \$200.00
Hearing cancelled or rescheduled 21 or less calendar days before the hearing: \$1000.00

Arbitration Hearing: The fee is \$1000.00 per day for the hearing. A hearing day is any portion of a day up to 10 hours. Time for research and preparation of the opinion and award is prorated.

Travel Time and Travel Expenses: Travel time on the day of the hearing is subsumed by the 10-hour day of the hearing. Travel in excess of the 10-hour day of hearing is \$20.00/hour. Automobile mileage is charged at the applicable IRS expense rate.

Expenses: I charge the actual cost of reasonable expenses including airfare, copying, mail, car rental, food, and lodging where such expenses are appropriate. The award and opinion will be sent to the parties by email and regular mail (with “wet ink” signature) unless other arrangements are made.