

ANDREA MITAU KIRCHER

Arbitrator/Attorney

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EMPLOYMENT HISTORY

2001-present: Arbitrator; 1999: Private Practice of law, represented plaintiffs and unions in labor and employment law litigation and arbitrations; 1977-1999: Assistant Attorney General, Minnesota Attorney General's Office. Legal Counsel to the Minnesota Bureau of Mediation Services (1987-99); Legal Counsel to the Minnesota Department of Human Rights, conducting litigation on behalf of Department and Complainants to enforce state employment discrimination laws (1987-99); General Counsel to the Minnesota Department of Employee Relations, representing the state as the employer of state employees in court, as well as in contract administration and grievance arbitration matters (1979-1982).

MEMBERSHIPS/ASSOCIATIONS

Minnesota State Bar Association, Labor and Employment Law Section; Hennepin County Bar Association; Minnesota Women Lawyers.

NEUTRAL LISTINGS

Minnesota Bureau of Mediation Services and Federal Mediation and Conciliation Service Rosters; Administrative Law Judge, Minnesota Office of Administrative Hearings (Contract, 2002-06)

NEUTRAL EXPERIENCE

Between 2001 and June 30, 2007, I have written 48 labor arbitration opinions in the areas of grievance and interest arbitration. These cases involved the following issues: Absenteeism, assignment of work, contract duration, demotion, discharge, discipline, discrimination, insubordination, job classification, job evaluation, job posting/bidding, just cause, holiday pay, insurance, layoff, bumping/recall, management rights, overtime/overtime pay, past practices, performance appraisal, promotion and upgrading, rate of pay, reporting, call-in/call-back pay, safety, scheduling of work, seniority, severance pay, transfer, vacation/vacation pay, work performance, working conditions, other fringe benefits, promotions, reassignment, red circle rate, shift hours/assignments, sick leave, sexual harassment, uniform allowance, vacation accrual, wages.

EDUCATION

William Mitchell College of Law, J.D., 1977, *cum laude*;
Oberlin College, Oberlin, Ohio; Major, Government

FEES

\$800.00 per day for hearing, research and preparation of the opinion and award, plus reasonable costs for travel and expenses. A hearing day is any portion of a day up to eight hours. Study and preparation time is prorated based on an eight-hour day. This fee schedule applies equally to grievance arbitration, interest arbitration, and fact-finding. An \$800.00 cancellation fee is charged for each scheduled hearing day canceled within twenty-one days of the hearing.