

**DR. ANDRÉE Y. MCKISSICK**  
2808 Navarre Drive  
Chevy Chase, MD 20815-3802  
Telephone (301) 587 - 3343  
Facsimile (301) 587 - 3609  
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**OCCUPATION:** Arbitrator and Mediator, National Academy Member (1999)

**EXPERIENCE:** Full-time Arbitrator since 1992. Guest lecturer, AAA (Advanced Arbitration Advocacy), George Meany Center for Labor Studies, Howard University School of Law, Georgetown University School of Business.

**ISSUES:** Sexual harassment, drug and alcohol abuse, past practices, insubordination, callback pay, vacation/holiday pay, arbitrability, contract interpretation/application, disability benefits, discharge, discipline, absenteeism, promotion, demotion, race and gender discrimination, jurisdictional disputes, layoff bumping, recall, leave of absence, management rights, overtime, scheduling of work, wages, maternity leave/pregnancy leave, subcontracting, bad faith bargaining.

**INDUSTRIES:** Maritime, printing, paper, coal, shipping and towing, manufacturing, machinist, aerospace, food, health care, transportation/trucking and teamsters, public sector (police/fire, sanitation/correction, postal), federal sector, airlines, railroads, telecommunications, broadcast, dairy and education.

**PERMANENT PANELS:** Social Security Administration and AFGE; Montgomery County, Maryland and Montgomery County Government Employees Organization, MCGEO-UFCW, Local 1994; US Postal Service and APWU (Allegheny Region) and NALC (Eastern Region); Department of Labor and AFGE, Local 12; Port Authority Trans-Hudson Corporation PATH/Wheeling and Lake Erie Railway and Brotherhood of Railroad Signalmen; National Railroad Adjustment Board, Third Division (Chicago, IL); National Railroad Passenger Corporation (Amtrak) and International Association of Machinist and Aerospace Workers (IAM&AW), Public Law Board 5951; National Archives and Records Administration (NARA) and AFGE, Council 260; Internal Revenue Service (IRS) and National Treasury Employees Union (NTEU); Newport News Shipbuilding and the United Steelworkers of America (Local 8888); NTEU and Department of Energy; Drummond Coal Company and District 20 (Birmingham, Alabama); Special Board of Adjustment No. 1112, Burlington Northern Santa Fe and Brotherhood of Maintenance of Way Employees; United Airlines, Inc. and the Association of Flight Attendants, AFL-CIO; Department of Energy (DOE) and National Treasury Employees Union (NTEU).

**Appointment by Warren Christopher, Former Secretary of State, to Foreign Service Grievance Board (FSGB) (1996- 1998).**

**Reappointed by Madeline Albright, Secretary of State, (1998-2000).** The jurisdiction of FSGB encompasses: Department of Commerce, Department of State, Department of Agriculture, US Information Agency and US Agency for International Aid (USAID).

**WORK HISTORY:** Attorney and Lobbyist, Potomac Electric Power Company, 1976-77; Judicial Clerkship, Judge James H. Taylor, Prince George's County, Maryland, 1974-1976.

**EDUCATION:** Howard University School of Law (**JD-74**); George Washington University National Law Center (**LLM-82; SJD-88**) specializing exclusively in **Labor Law.**

**PROFESSIONAL ASSOCIATIONS:** **National Academy of Arbitrators (NAA); Chair, National Academy of Arbitrators, Region 4, DC, MD and VA (1999 to Present; American Arbitration Association (AAA); Federal Mediation Conciliation Service (FMCS); National Mediation Board; DC PERB; Pennsylvania Bureau of Mediation and PA Labor Relations Board; NYC Office of Collective Bargaining; Member of AAA's National Employment Alternative Dispute Resolution Task Force; Member of AAA's Labor-Management Task Force; Industrial Relations Research Association (IRRA) (1<sup>st</sup> Vice President, 1996-97) (President, 1998 to 1999) Baltimore, MD Chapter and Member, AAA Labor Advisory Committee (D.C. Office) (2002).**

**PUBLICATIONS:** Co-Author, Ch. 22, "Drug and Alcohol Issues," **LABOR AND EMPLOYMENT ARBITRATION**, Matthew Bender, Volume 1, Feb. 1993; Author, Journal of Individual Employment Rights, "A Practical Guide to Drug and Alcohol Issues in Arbitration," Volume 2, Number 4 (March, 1994).

**RECENT PRESENTATIONS:** (FMCS) Ninth and Tenth National Labor-Management Conference ( Chicago, 1998 and 2000); **National Academy of Arbitrators, 53<sup>rd</sup> Annual Meeting, Three Perspectives: The Jury, the Judge ,The Arbitrator (San Francisco, 2000);** Federal Mediation and Conciliation Service, Twenty-Third Arbitration Symposium (Atlantic City, 2001)

**COMPENSATION: \$800.00 per day (Grievance and Interest Arbitration)**  
Per-diem cancellation fee if 14 calendar days or less not ce.  
Cancellation: Arbitrator charges from nearest business address.  
**Mediation: \$300.00 per hour.**

**CITIZENSHIP:** United States of America

**LOCALE:** Chevy Chase, MD

Documents: SP/LaborBio-01