

ROBERT G. WILLIAMS

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Present Occupation: Arbitrator

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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators Society of Federal Labor & Employee Relations
 Professionals North Carolina State Bar Industrial Relations Research Association

EDUCATION:

JD Indiana University, School of Law 1964
 MBA Indiana University Kelly School of Business 1961
 BA Ohio Wesleyan University 1960

CERTIFICATION:

Law North Carolina 1967

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1967-present: Arbitrator. Arbitrate labor, employment and construction disputes.
1968-1989, Conrad, Trosch & Williams, partner, engaged as Arbitrator of labor/management disputes. Represented parties in construction disputes and served as Arbitrator. **1968-1980,** University of North Carolina at Charlotte, Belk College of Business Administration, Assoc. Prof. teaching industrial relations, labor and business law, served as Dept. Chairman, President of Faculty, Administrator of MBA program, Chairman of University Hearings Comm. **1966-1968** Pheiffer University, taught industrial relations, labor and business law while meeting residency requirement to sit for the North Carolina bar examination. **1964-1966,** Borg-Warner Corp., advanced degree program. Industrial relations experience included grievance investigations, contract interpretation and discipline issues, arbitration preparation, serving as party appointed arbitrator, preparing for and participating in negotiations and drafting contract language.

INDUSTRIES:

Aerospace; airlines; agriculture; aluminum; automotive; bakery; beverage; building products; brewery; broadcasting; canning; chemicals; clothing; coal; communications; construction; dairy; education; electrical equipmt/applian; food (manu./proc./service); foundry; furniture, glass/pottery; grain mill; healthcare; hotels/motels/casinos/resorts; hospitals/nursing home; iron; lumber; machinery; maritime; metal fabrication; mining; nuclear energy; office workers/clerical; packaging; petroeleum/petrochemicals; pharmaceuticals; plastics; plumbing; police and fire; printing and publishing; prison guard; pulp and paper; railroads; refrigeration/hvac; retail stores; rubber/tire; shipbuilding/dry-dock; steel; stone/quarry; textile; tobacco; transportation trucking and storage; upholstery; utilities; warehousing; non-federal public and federal public sectors.

ISSUES:

Affirmative Action; Absenteeism; Arbitrability; Bargaining Unit Work; Conduct (Off-Duty/Personal); Demotion; Discipline (Non-Discharge); Discipline (Discharge); Discrimination: (Age; Disability; Race; Sex; Relig.; Nat'l Orig.); Drug/Alcohol Offenses; Fringe Benefits (Bonus, Holidays, Insurance, Leave, Vacation); Grievance Mediation; Health/Hospitalization; Hiring Practices; Job Performance; Job Posting/Bidding; Jurisdictional Disputes; Layoffs/Bumping/Recall; Management Rights; Official Time; Past Practices; Pension and Welfare Plans; Promotion; Retirement; Safety/Health Conditions; Seniority; Sexual Harassment; Strikes, Lockouts, Work Stoppages, Slowdowns; Subcontracting/Contracting Out; Tenure/Reappointment; Union Security; Wages (Cost-of-living, Holiday, Incentive, Job Classification & Rates, Merit, Overtime, Severance, Vacation); Work Hrs/Scheds/Assgnmts; Working Conditions/Work Orders; Violence or Threats.

PERMANENT PANELS:

AFG Industries/USA; TVA/OPEIU; US Air/IAMAW; Elgin AFB/AFGE; Oak Ridge National Laboratory/Atomic Trades & Labor Council; BWXT/Bechtel Enterprise/Atomic Trades & Labor Council; Office of the Spec. Council for American Indians-DOI/IEF-AFT ; Social Security Administration/AFGE.

ARBITRATION ROSTERS:

Federal Mediation & Conciliation Service

Mediation Research & Education Project, Inc. (MREP)

Private Adjudication Center (PAC)

National Mediation Board

FEES:

PER DIEM: \$900

CANCELLATION FEE: (See below)

Chargeable Time: The per diem rate is charged for hearing, travel, study and award preparation time. This Arbitrator decides cases by analyzing intention and incident evidence under burden of proof principles within the framework of the grievance-arbitration process, union-management rights and duties, collective bargaining agreement terms and conditions, applicable law and Code of Professional Responsibility for Arbitrators. Chargeable time includes the work of performing this analysis, summarizing evidence in writing and discussing in an opinion what is or is not proven under burden of proof principles. The per diem rate is prorated in 0.25 increments for time less than or more than an eight (8) hour day.

Cancellation Policy: The parties are charged a one day per diem if a case is postponed and not re-scheduled or settled within seven (7) calendar days before a scheduled hearing.

Transportation and Travel Expenses: This Arbitrator charges transportation expenses from his nearest office address. These expenses include mileage at the allowable IRS rate, airfare, auto rental, tolls, parking fees and taxicab fares. Travel expenses are meals and lodging.