

Dr. Andrée Y. McKissick
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Name: Dr. Andrée Y. McKissick, Arbitrator

Arbitrator Since: 1992

Arbitration/Mediation Experience: Full-time since 1992; **National Academy (1999)**; Guest lecturer for the Advanced Arbitration Advocacy George Meany Center for Labor Studies, Howard University School of Law, and Georgetown University School of Business; Member of the AAA National Employment ADR Task Force; **Appointed by Warren Christopher, Former Secretary of State, to the Foreign Service Grievance Board (FSGB, 1996-1998) and re-appointed by Madeline Albright, Secretary of State (1998-2000).** The Jurisdiction of the FSGB encompasses: Department of Commerce, Department of State, Department of Agriculture, U.S. Information Agency, and U.S. Agency for International Aid (USAID); Member of the Federal Mediation and Conciliation Service, the National Mediation Board, the District of Columbia Public Employees Relations Board, the Pennsylvania Bureau of Mediation, the Pennsylvania Labor Relations Board, and the New York City Office of Collective Bargaining; From 1994 to 1997, associated with Thomas R. Colosi, Vice President of National Affairs, American Arbitration Association on ADR; **Faculty, AAA Labor Arbitrator II Training; Member of AAA, Labor and Employment Panels**

Panels/Permanent Arbitrator: Department of Defense Dependent Schools and Federal Education Association Europe; Northern Indiana Public Service Company and United States Steel Workers of America, Local 13796; National Archives and Records Administration (NARA) & AFGE, Council 260; Department of Energy (DOE) & National Treasury Employees Union (NTEU); Newport News Shipbuilding and the United Steelworkers of America (Local 8888); Spirit Airlines and Association of Flight Attendants (AFA) Panel; US Department of Labor (DOL) and American Federation of Government Employees, Local 12; United States Postal Service and the American Postal Workers Union (OH District) Permanent Panel; National Letter Carriers and United States Postal Service (DC, MD & VA Panel) Permanent Panel; New Jersey Teacher Tenure cases before Commission of Education and National Educational Association (NEA); and New York City Teacher Tenure of the University of the State of New York State Education Department (3020a) and NEA.

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

Industries: Aerospace, coal, dairy, education, federal sector, food, health care, machinist, manufacturing, maritime, printing and paper, broadcasting, public sector (police/fire, sanitation/correction, postal), federal sector (Department of State, Department of Defense, Department of Housing and Urban Development, etc.), shipping, shipping and towing, transportation/tracking, teamsters

Work History: Attorney/Lobbyist, Potomac Electric Power Company (1976-1977); Judicial Clerkship, Judge James H. Taylor, Prince George's County, Maryland (1974-1976)

Education: Howard University (Juris Doctor [JD] - 1974); George Washington University (Master of Laws [LL.M.] - 1982 and Doctor of Juridical Science [SJD] - 1988), specializing exclusively in Labor and Employment Law.

Professional Affiliations: National Academy of Arbitrators (NAA); Chair, National Academy of Arbitrators, Region 4, DC, MD and VA (1999 - 2002); American Arbitration Association (AAA); Federal Mediation Conciliation Service (FMCS); National Mediation Board (NMB); DC Public Employee Relations Board (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) (2nd Vice President, 1994-1995; 1st Vice President, 1996-1997; President, 1998-1999) Baltimore, MD Chapter and Member.

Relevant Work: Professional Presentations: Federal Mediation Conciliation Service (FMCS) Ninth and Tenth National Labor-Management Conference (Chicago, 1998 and 2000); National Academy of Arbitrators (NAA) 53rd Annual Meeting, Three Perspectives: The Jury, the Judge, The Arbitrator (San Francisco, 2000); Federal Mediation and Conciliation Service (FMCS) Twenty-Third Arbitration Symposium (Atlantic City, 2001); **See Google for more recent presentations with NAA and NMB.**

Training: AAA Employment Arbitrator II Training (Cleveland, - September 2002); AAA Employment Arbitrator Training Workshop (San Francisco - October 2000); AAA Advanced Mediation Skills Training (Washington, DC - July 1995)

Publications: Co-author, AAA's **LABOR ARBITRATOR II, Advanced Management Issues**, Exercise V, External Law and Remedies (2003); Author, "A Practical Guide to Drug and Alcohol Issues in Arbitration", **JOURNAL OF INDIVIDUAL EMPLOYMENT RIGHTS**, Vol. 2, No. 4 (March 1994); Co-author, "Drug and Alcohol Issues", Chapter 22, **LABOR AND EMPLOYMENT ARBITRATION**, Vol. 1, Matthew Bender (February 1993)

Rosters: American Arbitration Association (AAA, Labor and Employment Panels), Federal Mediation Conciliation Service (FMCS), National Mediation Board (NMB), and The Labor Relations Connection (LRC)

Recipient of 25 years at National Academy of Arbitrators (NAA National Meeting, Boston, MA - May 2024)

Fees: Per Diem Fee: \$1,800 Grievance Arbitration
Per Diem Fee: \$2,000 Interest Arbitration
Per Diem cancellation fee, if 30 calendar days or less notice.

Mediation: \$350 per hour

AAA Employment Panel: \$2,400 Per Diem

Zoom Hearings can be scheduled upon request.

Date: June 17, 2024