



NYC Office of Collective Bargaining Resume of Neutral

Name: Robert McKersie

Arbitrator Since: 1960

Arbitration/Mediation Experience

1960-Present: Arbitrator. I have been arbitrating cases for approx. 40 years (see Industries and Issues below) for FMCS and AAA. 1970: During the 1970s, chaired the Joint Labor-Management Committee for New York State concerned with layoffs and workforce readjustments; served as a member of the Federal Advisory Committee on pay. 1970-1990: During the 1970s, 1980s, 1990s, conducted research leading to significant publications. Present: mediate disciplinary grievances between Verizon and IBEW; teach in the Harvard Trade Union program; conduct seminars on interest-based negotiations.

Panels/Permanent Arbitrator

United Airlines and Association of Flight Attendants
Joint Labor Management Committee, Commonwealth of Massachusetts
Verizon and IBEW

Issues/Industries

Issues: Arbitrability, Work-Assign, Bargaining Unit Work, Demotion, Discharge Discipline, Holidays & Holiday Pay, Incentive Rates/Stds, Job Class, Job Evaluation, Job Posting & Bidding, Layoff, Bumping & Recall, Management Rts, Overtime, Past Practice, Promotions, Rate of Pay, RIF, Schedule of Work, Seniority, Subcontr. Vacations & Vacation Pay, Substance Abuse, Work Performance, Working Conditions

Work History

1980-Current Professor Sloan School, MIT
1971-1980 Dean NSSILR, Cornell University
1959-1971 Professor Graduate School of Business, University of Chicago

Education

EDUCATION:
DBA, Business Administration Harvard Business School, 1959
MBA Harvard Business School, 1956
BS, Electrical Engineering University of Pennsylvania, 1951

Professional Affiliations

National Academy of Arbitrators, Labor and Employment Research Association, American Arbitration Association

Relevant Work\Training\Publications

A Behavioral Theory of Labor Negotiations (McGraw Hill; ILR Press)
The Transformation of American Industrial Relations (ILR Press)
Strategic Negotiations (ILR Press)
Productivity Bargaining (Macmillan)

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