

Tyler E. Andrews
Arbitrator Mediator

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Education/Training:

Arbitrator Development Program, Scheinman Institute, Cornell University, ILR 2023-2025.
A.B. economics (labor theory), University of North Carolina, Chapel Hill, 1988.
Applied Leadership, Al Bolea, Chugach Electric, Anchorage, Alaska 2017-2018.
Association of Labor Relations Agencies, panel member boot camp, Oakland, California, 2009.
Private Pilot 1999 to present.
Advance labor contract negotiation skills, Dave Landis, Juneau, Alaska, 2002.
Catalytic Leadership (Pacific Program), University of Oregon, 2001.
Advanced Arbitration Advocacy, American Arbitration Association, Monterey, California, 1995.
Grievance Handling Procedures, American Arbitration Association, Juneau, Alaska, 1995.

Panels and Rosters:

Alaska Labor Relations Agency, Panel/Board Member, 2008 to present. Hear and adjudicate unfair labor practice complaints, bargaining unit determinations, bargaining unit clarifications, and certification of elections. All matters are heard under the Alaska Public Employment Relations Act or the Alaska Railroad Corporation Act.

The Labor Relations Connection, information@The-LRC.com, 508-888-4845

Labor Relations Experience:

2023 to present: Executive oversight of labor relations, CHRO Municipality of Anchorage, Alaska.
2008 to 2021: directed labor relations, chief spokesperson, executive vice president, employee services and communications, Chugach Electric Association. **2007 to 2008: Chief spokesperson**, hearing advocate, Sr. Labor Relations Manager, Alaska Communications Services. **1998 to 2007: Chief spokesperson**, project manager, FMCS grant to foster labor-management relations, EEO complaint manager, investigator, human resources manager, various contracts, various agencies, State of Alaska. **1997 to 1998: Chief spokesperson**, hearing advocate, human resources manager, City of Ketchikan, Alaska. **1995 to 1996: Hearing advocate**, bargaining team member, grievance handler, State of Alaska. **1991 to 1993: Union Officer/Union Member:** standing committee member, bargaining team member, grievance handler, outreach worker, Association of Western Pulp and Paper Workers, Local 169, Hoquiam, Washington. 1998 through 2007, Member, Confidential Employee Association, Alaska Public Employees Association, 1995 through 1996, Member, Confidential Employees Association

Industry/Subject Matter Experience:

Private sector: pulp and paper, wood products, telecommunications, fleet management, facilities management, security, electrical generation, electrical transmission and distribution, IT project management, construction management, safety management, plant closure, plant staffing, acquisition/merger, strike conduct, customer service, engineering, dispatch, wages, health and welfare, Taft-Hartley trusts, pension (ERISA), layoff, employee conduct, drug test administration, commercial drivers, and security clearance (for facility entry).

Public Sector: legislative reporting, transportation, street/highway maintenance, maritime, corrections, law enforcement (administrative investigations), airport police/safety, wildland firefighters, health care, pharmacies, nursing facilities, juvenile justice, probation/parole, education, attorney conduct, contracting out, steward conduct, water and wastewater, general government, represented supervisors, and higher education.

Resolution activities (as representative): U.S. DOL wage and hour, State wage and hour, State FEP mediation, local FEP mediation, Occupational Health and Safety, grievance mediation, labor contract mediation (FMCS), and employment law mediation.

Presentations/Trainings:

LERA NW; panel participant, Alaska Labor Relations Environment, Tacoma, WA, April 11 and 12, 2025
IBEW Local 1547 Shop Steward Conference, November 2024: Red light, Green light panel with Arbitrator Norm Brand and Arbitrator Emily Hall. Delivered a breakout session on the use of past practice in contract interpretation.

Bargaining a different way: approaching collective bargaining as a project-managed business process with highly prioritized, narrow goals to enhance relationships. National Rural Electrical Association, annual conferences 2016, Boston, MA, and Denver, CO.

Employment at Will, Alaska Primer: Land of Exclusions: continuing legal and human resources education training presentation, Council on Continuing Education, Anchorage, Alaska, 2010 and 2011.

Training developed and/or delivered for the State of Alaska: Steward Supervisor joint training (including interest-based bargaining, due process, and just cause), Supervisory Boot Camp (five days), Interpersonal skills, Coaching, Progressive and Corrective Action, Respect in the Workplace, and Diversity Awareness.

Terms, Conditions, and Fees

Day Rate: \$1650.00 (standard six-hour hearing day). This rate applies to in-person and remote/virtual hearings, fact-finding, and mediation. Research, writing, and pre-hearing conferences (not coincident with hearing days) are billed at \$275.00/hour. Research and writing time required for preparing arbitration decisions are billed at the actual hours worked, not to exceed 12 hours for each hearing day.

Multiple daily grievances, consolidated cases, multiple mediation issues, and expedited processes are welcomed. The arbitrator will work with parties to increase efficiency and reduce the costs of various processes when possible.

Cancellation:

Cancellation 10 days or more before the first scheduled hearing date, no charge.

Cancellation less than 10 days before the first hearing date, total day rate for all scheduled days, and reimbursement for non-refundable travel expenses.

Postponement:

Postponement more than 10 days before the first hearing date, no charge if the parties reschedule (consistent with the arbitrator's availability) immediately with the postponement notice. Postponement with less than 10 days' notice, without immediate rescheduling, is charged at the total day rate for all scheduled hearing days when the hearing is not rescheduled within three months.

Travel Time and Expenses:

Expenses (airfare, lodging, ground transport, and meals) are charged as incurred. There is no charge for travel time through December 31, 2026 (unless otherwise provided by the terms of the parties' labor agreement). Mileage (POV) over 50 miles is charged at the applicable IRS rate.

Air Travel:

The actual cost of airfare (coach) is billed with the award.

Hearing Conduct:

Hearings will be conducted using the National Academy of Arbitrators' Code of Conduct unless otherwise governed by a scheduling agency, external law, a collective bargaining agreement (between the parties), or the mutual agreement between the parties and the arbitrator.