

Robert Altman

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Education:

BA: University of Minnesota – 1981
JD: William Mitchell College of Law -1984
Admitted to Minnesota Bar in 1984

Professional Work History:

2015-Present Labor Arbitrator, Written approximately 50 arbitration awards

2014-2015 Arbitration mentoring with arbitrators Jeff Jacobs and Stephen Befort

2011-2014 Director of Labor Relations, Hennepin County Medical Center

2005-2011 Assistant Director Labor Relations, University of Minnesota

2001-2005 Labor Relations Consultant, Allina Hospitals and Clinics

1988-2001 Minnesota Nurses Association, Business Agent

1985-1988 SuperValu Foods, Labor Relations Analyst

1984-1985 West Publishing, Legal Editor

Other recent work History:

2020-Present Braemar Golf Course, Starter Ranger
2015- 2022 Delta Global Services, Airline Gate Agent
2017- 2022 Marriott Spring Hill Suites, Shuttle Driver

Labor Relations Educator 2024- Respected faculty member for the Labor Arbitration Institute, providing insight, analysis and arbitrator perspective on current labor relations cases.

Union and Employer Labor Relations Experience: 30 years professional labor relations experience split between representing unionized workers and unionized employers.

Union Experience: Negotiated collective bargaining agreements on behalf of public and private sector nurses. Responsible for all aspects of the collective bargaining process including negotiations, contract drafting, administration and interpretation of agreements, as well as employee representation in arbitration.

Employer Experience: Negotiated collective bargaining agreements on behalf of public and private hospitals and the University of Minnesota. Provided corporate leadership for all aspects of collective bargaining process and contract administration, including representation of the employer in arbitration. Responsibilities included drafting and interpreting both collective bargaining agreements and employer HR policies.

Neutral/Mediation Experience:

BMS Arbitration Roster (2015-present)
FMCS Arbitration Roster (2019 –present)
FINRA Arbitrator Panel (2015-present)
University of Minnesota Conflict Resolution Office - Steering Committee (2007-2011)
Advanced coursework in mediation at the University of Minnesota (2008)
Allina Hospital and Clinics Peer Mediation Program - Board Member/Mediator (2001-2005)

Twin City Area Labor Management Council - Board Member (2001-2002)
St. Paul Dispute Resolution Center - Community Mediator (1989-1993)

Virtual Hearings:

To address any safety concerns and to provide additional efficiency and flexibility I welcome parties interested in conducting hearings in a virtual format. I prefer zoom, Teams, and Webex but I am willing to work with any platform.

Per Diem: \$1600.00 per day plus incurred travel related expenses. Mileage charged at the IRS rate.

Cancellation and Postponement Fee: One day Per Diem for cancellations or postponements 14 days or less prior to the scheduled hearing date.