Robert Haines

Federal Mediator

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SUMMARY

Federal mediator with 9 years mediating private and public sector collective bargaining across the Great Lakes region, with more than 300 contract cases closed. Brings 5 earlier years of management-side contract negotiation and uses interest-based bargaining and grievance mediation to settle disputes without strikes.

EXPERIENCE

Federal Mediator

09/2017 - Present

Federal Mediation Service, Great Lakes Region — Chicago, IL

Federal agency mediating labor-management disputes in Illinois, Indiana and Wisconsin.

- Mediate **35** first-contract and renewal negotiations a year in manufacturing, health care and transit.
- Settle 88% of assigned contract cases without a work stoppage, including 3 active strike threats in 2025.
- Conduct grievance mediation for backlogged units, clearing 140 grievances in one 2024 program.
- Lead facilitation of relationship-by-objectives and interest-based bargaining workshops for 20 labor-management groups a year.

Labor Relations Manager

05/2012 - 08/2017

Calumet Industrial Products — Gary, IN

Steel fabrication manufacturer with 1,200 union employees.

- Led contract negotiation for **4** collective bargaining agreements with two industrial union locals.
- Resolved third-step grievances and prepared 12 cases for arbitration hearings.
- Improved labor-management relations through a joint safety committee that cut recordable injuries by 30%.
- Trained 50 supervisors on contract administration and progressive discipline.

SKILLS

- **Collective Bargaining**
- **Interest-Based Bargaining**
- **Grievance Mediation**
- **Contract Negotiation**
- **Labor-Management Relations**
- **Relationship-by-Objectives**
- **Facilitation**
- **Training Delivery**
- **Labor Law**
- **Impartiality**

EDUCATION

Master of Human Resources and Industrial Relations

University of Illinois Urbana-Champaign

Labor and Employment Relations

Champaign, IL

05/2012