



Cornell University  
 School of Industrial and Labor Relations  
 237 Main Street, Suite 1200  
 Buffalo, NY 14203-2719

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## HOW INTEREST ARBITRATION REALLY WORKS

*A conference designed to address issues of special interest to those involved in collective negotiations which are subject to resolution by Interest Arbitration.*



State of New York  
 Public Employment Relations Board



Cornell University  
 School of Industrial and Labor Relations

New York State Bar Association,  
 Labor and Employment Law Section



## Interest Arbitration Conference

Friday, May 20, 2005  
 Doubletree Hotel Tarrytown

The New York State Public Employment Relations Board (PERB) and Cornell University's School of Industrial and Labor Relations are pleased to announce a joint program on Public Sector Labor Relations in New York State.

This program has been designed for staff, advocates and representatives of municipalities and employee organizations involved in contract negotiations where bargaining impasses are subject to resolution by compulsory Interest Arbitration. The topics have been carefully limited to allow for in-depth analysis and discussion.

The conference features a distinguished group of panelists, experts in the field of labor relations and Interest Arbitration.

### WHAT YOU WILL LEARN ABOUT INTEREST ARBITRATION:

- \* How Interest Arbitration Works
- \* How to Settle Contracts Without Interest Arbitration
- \* How to Avoid Improper Practices
- \* How Arbitrators Determine Awards

### WHERE:

Doubletree Hotel Tarrytown  
 455 South Broadway  
 Tarrytown, New York 10591

Note: Approved for six CLE credits.

## AGENDA

- 8:30 a.m. Registration and Continental Breakfast**
- 9:00 a.m. Greetings and Introductions**
- Dennis J. Campagna, Esq.,  
*Director of Labor-Management Programs  
Cornell University ILR (Buffalo, NY)*
- Michael R. Cuevas, Esq., *Chairman,  
Public Employment Relations Board*
- 9:10 a.m. Interest Arbitration - An Overview**
- Richard A. Curreri, Esq.,  
*Director of Conciliation  
Public Employment Relations Board*
- 10:00 a.m. Settling Your Contract Short of Interest Arbitration - Effective Bargaining Strategies**
- Kevin Flanigan, *Moderator  
Supervising Mediator,  
Public Employment Relations Board*  
Kenneth L. Wagner, Esq., *Labor Advocate*  
Ronald A. Longo, Esq., *Mgmt. Advocate*
- 10:50 a.m. BREAK**
- 11:00 a.m. Panel Discussion #1 - The Practical Aspects of Interest Arbitration**
- \* **The Tripartite Panel**  
\* **Case Presentation**
- Dennis J. Campagna, Esq.,  
*Moderator/Arbitrator*  
Martin F. Scheinman, Esq., *Arbitrator*  
Rosemary A. Townley, Esq., *Arbitrator*  
Anthony V. Solfaro, *President,  
NYS Union of Police Associations, Inc.*  
Terence M. O'Neil, Esq.,  
*Management Advocate*  
Richard P. Bunyan, Esq., *Union Advocate*  
Peter A. Bee, Esq., *Management Advocate*

**12:15 p.m. LUNCH**

**1:15 p.m. Improper Practices Associated with Interest Arbitration & Litigation/Case Update**

Monte Klein, Esq., *Director -  
Office of Public Employment Practices  
and Representation, Public Employment  
Relations Board*

**2:15 p.m. BREAK**

**2:30 p.m. Panel Discussion #2 -  
The Decision-Making Process**

- \* The Executive Session
- \* The Award

Dennis J. Campagna, Esq., *Moderator*  
Joel M. Douglas, Ph.D., *Arbitrator*  
Howard C. Edelman, Esq., *Arbitrator*  
Elayne G. Gold, Esq., *Mgmt. Advocate*  
Ronald G. Dunn, Esq., *Union Advocate*  
Richard K. Zuckerman, Esq., *Mgmt. Advocate*  
Michael C. Axelrod, Esq., *Union Advocate*

**3:45 p.m. Conclusion, Evaluation & Wrap-Up**

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455 South Broadway  
Tarrytown, NY 10591

Name \_\_\_\_\_

Title \_\_\_\_\_

Organization \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Telephone \_\_\_\_\_ FAX \_\_\_\_\_

FEE — \$225 per person (includes continental breakfast, lunch and materials) Early registration fee: \$200 if received before April 29, 2005. A discount rate of \$200 will apply to groups of 4 or more from the same firm or organization; \$175 for group early registration.

\_\_\_\_\_  
Credit card # \_\_\_\_\_ Expiration date \_\_\_\_\_

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Name on card \_\_\_\_\_ Signature \_\_\_\_\_

\$ \_\_\_\_\_ We accept Visa, MasterCard,  
Amount to be charged \_\_\_\_\_ Discover, and American Express

### REGISTRATION

Please mail your completed registration form and your check, payable to:

Cornell University  
The Powers Building  
16 W. Main Street, Suite 118  
Rochester, NY 14614-1601

### CANCELLATIONS

If you must cancel and you notify us at least 5 business days before the program, we will refund your payment, less \$20 per person processing fee.

### LODGING

For overnight accommodations, please call the Doubletree at (800) 222-TREE.

### ACCOMMODATIONS

Please advise if you require assistive aids or services to fully participate in this program.

### CLE INFORMATION

Approved for six CLE credits (Area of Professional Practice).

For information regarding the financial hardship policy, contact Alice Torres, Conference Coordinator (585) 262-4440.