

**Public Employment Relations Board  
PO BOX 2074, ESP Agency Bldg. 2, Floor 20  
Albany, NY 12220-0074**

**RESUME OF PANEL ARBITRATOR**

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FULL NAME: James A. Conlon

CITY, STATE, ZIP: Valley Stream, New York 11580

OCCUPATION: Labor and Employment Arbitrator and Mediator

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**EDUCATION:**

J.D. (1997) St. John's University School of Law  
B.S. (1990) Computer Science / Business - St. John's University  
A.S. (1985) Business - St. John's University

**PROFESSIONAL AFFILIATIONS:**

Labor and Employment Law Section, New York State Bar Association  
Labor and Employment Relations Association  
Association of Labor Related Agencies  
Nassau County Bar Association  
American Bar Association

**ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:**

**ARBITRATION ROSTERS:**

NYS Joint Commission on Public Ethics  
Federal Mediation & Conciliation Service (FMCS - 4016)  
American Arbitration Association (AAA)  
NYC Department of Education 3020a  
NYS Department of Education 3020a  
Joint Industry Board of the Electrical Industry (JIB)

**INDUSTRIES:**

Banking; building products; chemicals; education; entertainment/arts; communications; construction; health care; hotels/motels/casinos; hospital/nursing home; office worker; organizations; food (manufacturing/ processing/ service); printing and publishing; and government.

**ISSUES:**

Absenteeism; arbitrability; bargaining unit work; conduct (off duty)/personal; demotion; discipline (non-discharge); discipline (discharge); drug/alcohol offenses; insurance; leave; vacation; job performance; job posting (bidding); management rights; past practices; pension and welfare plans; strikes; lockouts; subcontracting/contracting out; cost-of-living pay; holiday pay; incentive pay; and job classification.

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

Independent Hearing Officer for NYS Joint Commission on Public Ethics. Arbitrator, Arbitrated labor and employment cases (see industries and issues below) for the New York State Employment Relations Board. As General Counsel of the New York State Employment Relations Board, had responsibility for the administration and supervision of all arbitration and mediation cases (approximately 1000 annually) utilizing both State and Federal Law. Directly involved in settling numerous labor management disputes. While working for the United States Postal Service, was elected shop steward twice (two years) for the National Association of Letter Carriers. Brought grievances on behalf of union members and actively negotiated with management in settling cases. After being promoted to Management with the United States Postal Service, was directly involved in settling grievances and employment issues under the local and national collective bargaining agreements.

**MEDIATION & FACT-FINDING EXPERIENCE:**

New York State Employment Relations Board, Mediation and Fact Finding.  
Federal Mediation and Conciliation Service, Arbitration Panel, Mediator  
American Arbitration Association, Mediation training certified.

Mediate full range of labor disputes, including contract impasses and grievances, employment discrimination, ERISA matters, termination of employment, and employment suspensions.

**OTHER RELEVANT OR EQUIVALENT EXPERIENCE:**

Adjunct Professor at St. John's University School of Law and at the Tobin College of Business at St. John's University, Queens, New York City 11439. Courses include Advocacy Skills, Law in a Business Environment, and Employment Law, instructing in areas which include labor law, alternate dispute resolution, contracts, employment law, patent law, intellectual property and torts.

**PER DIEM FEE:** \$ 1,800.00

**ADJOURNMENT FEE:** \$ \$1800.00 if notice of cancellation, continuation or postponement is not received 21 days prior to confirmed hearing date.

**SUBMITTED BY ARBITRATOR James A. Conlon ON August 14, 2015.**

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BILLING DISCLOSURE STATEMENT

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ARBITRATOR'S NAME: **James A. Conlon**

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$1,800 for each day or any part thereof spent hearing a case.

(2) If a hearing day exceeds 7 hours, I charge:

a second full per diem

a prorated per diem

no additional charge

other (describe) :

(3) Additional comments:

B) STUDY TIME.

(1) I charge \$ 1,800 for each day spent in preparation of the opinion and award.

(2) This charge  will  will not be prorated for partial days devoted to such preparation.

(3) Additional comments:

C) TRAVEL TIME AND EXPENSES.

(1) When travel time plus hearing time exceeds \_\_\_\_\_ hours in a calendar day:

Not applicable (no additional charge)

I charge as follows (describe): Pro rata per diem for travel time that must take place on the day before or the day after the hearing, or when travel time exceeds four hours on the day of the hearing.

(2) I charge for actual, travel-related expenses incurred in connection with the case  YES  NO.

Where appropriate, a mileage charge for auto travel will be billed at:

Prevailing IRS rate  Other (describe):

(3) When the scheduled hearing day(s) requires an overnight stay:

There is no charge, other than for lodging and subsistence.

I charge as follows (describe):

(4) Additional Comments:

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of \$ 1,800 will not be charged unless I receive notice of a postponement or cancellation:

Within 21 calendar days of the scheduled hearing date

Other (describe):

E) ADDITIONAL CHARGES. I charge separately for expenses incurred in connection with the following:

Docketing (describe): .....  Yes  No

Duplication .....  Yes  No

Fax .....  Yes  No

Finance or late payment charge (describe): .....  Yes  No

Postage .....  Yes  No

Secretarial .....  Yes  No

Telephone .....  Yes  No

Other (describe):

F) GENERAL TERMS.

(1) Billing for fees and expenses will be divided equally between the parties unless otherwise required by the collective bargaining agreement or the conditions of the appointment.

(2) Other conditions (describe): Any non-traditional provisions, such as "loser pays," or where the Union is not responsible for its traditional share of payment of arbitration fees and expenses, shall be immediately disclosed.

G) OTHER INFORMATION/COMMENTS:

**SUBMITTED BY ARBITRATOR James A. Conlon ON August 14, 2015.**

**IMPORTANT**

**THIS FORM IS NOT INTENDED TO SUGGEST THE SERVICES FOR WHICH AN ARBITRATOR SHOULD OR SHOULD NOT CHARGE. IT PRESENTS THE MOST RECENT INFORMATION PROVIDED BY THE NAMED ARBITRATOR TO THE NEW YORK STATE PUBLIC EMPLOYMENT RELATIONS BOARD, WHICH BEARS NO RESPONSIBILITY FOR ERRORS OR OMISSIONS CONTAINED ON THE FORM, OR FOR VARIANCES IN ACTUAL PRACTICE BY THE ARBITRATOR.**

