

Public Employment Relations Board
80 Wolf Road, Suite 500
Albany, NY 12205-2656

RESUME OF PANEL ARBITRATOR

ROBERT L DOUGLAS
WOODMERE, NY 11598-2937

Occupation: ARBITRATOR/MEDIATOR

EDUCATION:

B.S., CORNELL UNIVERSITY (NYSSILR)
J.D., HOFSTRA LAW SCHOOL (MANAGING EDITOR, HOFSTRA LAW REVIEW)
LL.M. IN LABOR LAW, NEW YORK UNIVERSITY SCHOOL OF LAW

PROFESSIONAL AFFILIATIONS:

Member, NY and DC Bars; National Academy of Arbitrators, AAA, FMCS, NMB, NYSERB, NYC OCB, NJ PERC, Suffolk County mini-PERB, NY/NJ Port Authority, NYS Dep't of Education 3020-a Teacher Tenure Panel, former impartial hearing officer--NYC Health & Hosps Corp.

ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:

EXPERIENCE BY ISSUE: absenteeism, alcoholism/drugs, arbitrability, contract interpretation, discipline, use of e-mail, fringe benefits, layoffs, leaves management rights, overtime, promotions, rates of pay, seniority, subcontracting, tenure, transfers, union activities, work assignments and work stoppages.
PERMANENT NEUTRAL: ALPA/AFA and USAirways; IAM and Northwest Airlines/Continental Airlines; D.C. 37 AFSCME and NYS Court System; D.C. 37 AFSCME and NYC; Utility Workers and Con Edison; CSA and NYC Bd. of Ed.; CSX Transp. and BMW; UAW/TWU and Columbia Univ.; AAUP and Rutgers Univ.; ALPA and FedEx; UTU/NTSA and LIRR; IBEW and Central Hudson Gas and Electric; CSEA and NYS Thruway Authority; Allied Pilots and American Airlines; BMW and Union Pacific/Norfolk Southern; ACRE and MetroNorth; BMW/TWU and SEPTA; IATSE and City Centre; IBT and Airborne Freight; IBT and Waste Management of NY; UNITE and Pearl Paint; and 1199 and Jamaica Hospital..

MEDIATION & FACT FINDING EXPERIENCE:

Extensive experience since 1981 as mediator, fact finder, conciliator, and interest arbitrator in settling public sector impasses throughout New York State.

OTHER RELEVANT OR EQUIVALENT EXPERIENCE:

Special Prof. of Law (in labor arbitration, employment & labor law) Hofstra Law School 1982 - 1994; Ass't Dean, Hofstra 1982-92; Apprentice Arbitrator 1979- 82; Ass't Exec. Dir., Serv. Employers Ass'n, 1979; Counsel to Bd. Member, NLRB, 1976-77; Union Chair, NLRB Prof. Assn., 1976-77.

PER DIEM FEE: \$1,200

ADJOURNMENT FEE: \$1,200

SIGNED AND SUBMITTED BY ARBITRATOR DOUGLAS ON JULY 24, 2003

Public Employment Relations Board
80 Wolf Road, Suite 500
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BILLING DISCLOSURE STATEMENT

ARBITRATOR'S NAME: ROBERT L DOUGLAS

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$1,200 for each day or any part thereof spent hearing a case.

(2) If a hearing day exceeds 9 hours, I charge:

_____ a second full per diem X a prorated per diem

_____ no additional charge _____ other (describe)

(3) Additional comments:

B) STUDY TIME.

(1) I charge \$1,200 for each day spent in preparation of the opinion and award.

(2) This charge _____ will X 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:

X Not applicable (no additional charge)

_____ I charge as follows (describe):

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

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

X 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.

X I charge as follows (describe): USUALLY HALF PER DIEM

(4) Additional Comments:

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of **\$1,200** will be charged unless I receive notice of a postponement or cancellation:

_____ within _____ calendar days of the scheduled hearing date

X other (describe): WITH LESS THAN 15 FULL BUSINESS DAYS BEFORE SCHEDULED HEARING.

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

Docketing (describe): _____ Yes _____ No X

Duplication Yes _____ No X

Fax Yes _____ No X

Finance or late payment charge (describe): _____ Yes _____ No X

Postage Yes _____ No X

Secretarial Yes _____ No X

Telephone Yes _____ No X

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):

G) OTHER INFORMATION/COMMENTS.

SIGNED AND SUBMITTED BY ARBITRATOR DOUGLAS ON JULY 24, 2003

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.