

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

RESUME OF PANEL ARBITRATOR

FULL NAME: William F. Hempfling
CITY, STATE, ZIP: East Moriches, NY 11940
OCCUPATION: Arbitrator

EDUCATION:

Fairfield University, BS Marketing
Antioch Law School, Certificate in Employee Relations Law
Cornell University, Certificate in Labor Relations Studies
NYS Bar Association Arbitrator Mentoring Program
FMCS, Becoming a Labor Arbitrator
AAA, Labor Arbitrator I and II Workshops

PROFESSIONAL AFFILIATIONS:

LERA, New York City and Long Island Chapters
Association for Conflict Resolution
National Academy of Arbitrators

ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:

Member of the roster of neutrals for AAA, FMCS, National Mediation Board, NYS Employment Relations Board, and New Jersey State Board of Mediation. On the permanent panels for UFT and NYC Department of Education as well as for IBEW Local 589 and Bombardier, Inc.

Began hearing cases on a part-time basis in 1998 and have been practicing full-time as an arbitrator since 2009. Types of issues heard: absenteeism, arbitrability, conduct, discipline (discharge and non-discharge), drugs/alcohol, job performance, jurisdictional disputes, layoffs/bumping/recall, management rights, past practice, promotions, safety/health conditions, holiday/vacation pay, work hours/schedules/assignments, violence/threats.

MEDIATION & FACT-FINDING EXPERIENCE:

Have mediated numerous disputes in the course of conducting arbitration hearings.

OTHER RELEVANT OR EQUIVALENT EXPERIENCE:

Over 30 years experience in all aspects of labor relations. Served as Labor Relations Manager and then as Director of Human Resources for Brookhaven National Laboratory. Had responsibility for contract administration and negotiations with IBEW, Steelworkers, and a local Police Union at the Laboratory.

PER DIEM FEE: \$ 1,700

ADJOURNMENT FEE: \$ \$1,700 if cancelled with less than 14 full days notice

SUBMITTED BY ARBITRATOR William F. Hempfling ON May 3, 2016

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BILLING DISCLOSURE STATEMENT

ARBITRATOR'S NAME: **William F. Hempfling**

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$1700 for each day or any part thereof spent hearing a case.

(2) If a hearing day exceeds 8 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 \$ 1700 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):

(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 \$ 1700 will be charged unless I receive notice of a postponement or cancellation:

Within 14 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):

G) OTHER INFORMATION/COMMENTS:

SUBMITTED BY ARBITRATOR William F. Hempfling ON May 3, 2016

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.