

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

RESUME OF PANEL ARBITRATOR

FULL NAME: Ruth Moscovitch

CITY, STATE, ZIP: New York, NY 10004

OCCUPATION: Arbitrator

EDUCATION:

Northwestern University School of Law JD cum laude
Radcliffe College, Harvard University, BA cum laude

PROFESSIONAL AFFILIATIONS:

Federal Mediation & Conciliation Service; Amer. Arbitration Assn. Panel of Arbitrators; NJ Board of Mediation; NJ Public Employment Relations Commission Panel Arbitrator; UMWA/BCOA (United Mine Workers of America and the Bituminous Coal Operators' Association) Coal Arbitration Service Panel, Dist. 31; 3020-a Panel Hearing Officer, NY Dept. of Educ. and United Federation of Teachers; NY State Public Employment Relations Board Public and Private Sector Panel Arbitrator; NY City Office of Collective Bargaining, Register of Neutrals; Professional Aviation Safety Specialists and FAA Great Lakes Regional Arbitration Panel, Flight Stds Collective Bargaining Agreement; Rochester Teachers Association/ Rochester, NY City School District arbitration panel; Port Authority Employment Relations Panel Hearing Officer; NY State Bar Association: Labor & Employment Section; ABA: Labor & Employment Section; Labor and Employment Relations Association (NJ and NY chapters)

ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:

Absenteeism, Affirmative Action, Arbitrability, Conduct (Off-Duty/Personal), Contract Interpretation, Demotion, Discipline (Non-discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/ Bidding, Jurisdictional Dispute, Layoffs/ Bumping/ Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety/ Health Conditions, Seniority, Sexual Harassment, Lockouts, Work Stoppages, Slowdowns, Subcontracting/ Contracting Out, Successorship, Tenure/ Reappointment, Union Security, Wages: Cost of Living Pay, Holiday Pay, Job Classification and Rates, Overtime pay, Severance pay, Vacation pay, Work hours/ schedules/ assignments, Working Conditions/ work orders, Violence or Threats. Industry Experience includes: Broadcasting, Building Trades, Education, Nuclear Energy, Office Workers/ Clerical, Police and Fire, Steel, Trucking and Storage, Utilities, Public Sector, Health and Hospitals, Mining.

MEDIATION & FACT-FINDING EXPERIENCE:

Center for Conflict Resolution, Basic Mediation Skills Training, Certified Volunteer Mediator 2002-3
Center for Dispute Resolution, Certificate Advanced Mediation Training, 2002

OTHER RELEVANT OR EQUIVALENT EXPERIENCE:

Before moving to the New York area, represented labor and management in the private and public sectors, and was General Counsel to the Chicago Public Schools (2003-2005) and the City Colleges of Chicago (1992-1998); have taught education law to aspiring principals at Baruch College and to current principals and supervisors for Rutgers-NJPSA-Foundation for Educational Administration.

PER DIEM FEE: \$ \$1300/day (up to 8 hrs) for hearing, research, opinion preparations. Travel time outside the New York City metro area will be pro-rated.

ADJOURNMENT FEE: \$ One day, if cancellation or postponement less than three weeks in advance.

SUBMITTED BY ARBITRATOR Ruth Moscovitch ON April 2, 2012

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80 Wolf Road, Suite 500
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BILLING DISCLOSURE STATEMENT

ARBITRATOR'S NAME: **Ruth Moscovitch**

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$1300 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 \$ 1300 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 4 hours in a calendar day:

Not applicable (no additional charge)

I charge as follows (describe): pro-rated per diem for cases outside New York City metro area

(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: I do not charge travel-related expenses for cases within the New York City metro area.

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of \$ 1300 will be charged unless I receive notice of a postponement or cancellation:

- Within calendar days of the scheduled hearing date
- Other (describe): At least 21 days prior to scheduled hearing date.

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):
After reminder and 30 days have elapsed. 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 RUTH MOSCOVITCH ON April 2, 2012

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.