

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

RESUME OF PANEL ARBITRATOR

FULL NAME: Timothy S. Taylor
ADDRESS: Albany, NY 12211

Occupation: Arbitrator

EDUCATION:

J.D. Cornell University Law School, Ithaca, NY, 1987
B.A. University of South Carolina, cum laude, Columbia SC, 1982

PROFESSIONAL AFFILIATIONS:

Co-Chair of Legislation and Regulatory Committee-New York State Bar Association, Labor and Employment Section
New York State Bar Association, Labor and Employment Law Section
New York State Bar Association, Legislation and Regulatory Committee
Labor and Employment Relations Association (LERA), Capital District Chapter

ARBITRATION EXPERIENCE:

Currently serves on the American Arbitration Association's Roster of Labor Arbitrators; Federal Mediation & Conciliation Service Labor Arbitration Panel; New York State/Police Benevolent Association of New York Panel for the Agency Police Services Unit; State of New York/New York State Correctional Officers & Police Benevolent Association Arbitration Panel; New York State Public Employment Relations Board Mediation & Fact-Finding Panels; City of Albany Citizen's Police Review Board Mediator; Rochester City School District/Rochester Teachers Association Contract Arbitrator.

ISSUES:

Absenteeism, Arbitrability, Bargaining Unit Work; Conduct (Off-Duty)/Personal; Demotion; Discipline (Non-Discharge); Discipline (Discharge); Age Discrimination; Disability Discrimination; National Origin Discrimination; Drug/Alcohol Offenses; Bonus; Holidays; Insurance; Leave; Vacation; Grievance Mediation; Health/Hospitalization; Hiring Practices; Job Performance; Job Posting/Bidding/ Jurisdictional Dispute; Layoffs/Bumping/Recall/; Management Rights; Official Time; Past Practices; Promotion; Retirement; Safety/Health Conditions; Seniority; Sexual Harassment; Subcontracting/Contracting Out; Tenure/Reappointment; Union Security; Cost-of-Living Pay; Holiday Pay; Incentive Pay; Job Classification.

PERMANENT PANELS:

NYS/PBA New York Panel for the Agency Police Services Unit
NYS/New York State Correctional Officers and Police Benevolent Association Arbitration Panel
New York State PERB Mediation & Fact Finding Panel
Albany Citizen's Police Review Board Mediation Panel
Rochester City School District/Rochester Teachers Association Contract Arbitrator

OTHER RELEVANT OR EQUIVALENT EXPERIENCE:

New York State United Teachers, Latham, New York
Senior Counsel, 1989 - 2011

Practice was focused in the areas of employment, labor, and education law. Handled all aspects of litigation including investigations, discovery, administrative hearings and grievance arbitration. Represented UUP in disciplinary and contractual grievances. Litigated in the various departments of the Appellate Division, the New York Court of Appeals, and federal courts. Advised clients in interpreting, monitoring and enforcing collective bargaining agreements. As vice president of the Legal Staff Association, represented attorneys in contract, impact bargaining and labor/management negotiations.

Rowley, Forrest, O'Donnell & Hite, P.C., Albany, New York
Associate, 1987 - 1989

Represented New York State Correctional Officers, State, and local police.

Counsel's Office, Cornell University, Ithaca, New York
Law Clerk, 1986 – 1987

PER DIEM FEE: \$1,500 DOCKETING FEE: \$ 0

Grievance Arbitration: The fee is \$1,500 per day for hearing, and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated.

ADJOURNMENT FEE: If the scheduled hearing is postponed or canceled with notice of less than three calendar weeks (21 days), the per diem fee for each day of hearing shall be charged.

Docketing Fee: The fee is waived.

Expenses: Arbitrator charges actual reasonable expenses, including airfare, car rental, food, and lodging. Arbitrator does not charge for clerical assistance. Overnight mail charges are billed. Automobile mileage is charged at the applicable IRS expense rate.

SUBMITTED BY ARBITRATOR Timothy S. Taylor ON March 23, 2016

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

BILLING DISCLOSURE STATEMENT

ARBITRATOR'S NAME: **Timothy S. Taylor**

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$1500.00 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 X a prorated per diem

no additional charge other (describe) :

(3) Additional comments:

B) STUDY TIME.

(1) I charge \$ 1500.00 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:

X 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 \$ 1500.00 will be charged unless I receive notice of a postponement or cancellation:

X 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 X No

Duplication Yes X No

Fax Yes X No

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

Postage Yes X No

Secretarial Yes X No

Telephone Yes X 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 Timothy S. Taylor ON March 23, 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.