

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

RESUME OF PANEL ARBITRATOR

THOMAS J GERMANO

Occupation: ARBITRATOR

NORTH BABYLON, NY 11703

EDUCATION:

Ph.D., GRADUATE CENTER, CITY UNIVERSITY OF NEW YORK (1983)
M.A., PHILOSOPHY, GRADUATE CENTER, CITY UNIVERSITY OF NEW YORK (1980)
B.A., QUEENS COLLEGE, NEW YORK (1971)

PROFESSIONAL AFFILIATIONS:

American Arbitration Association
Labor and Employment Relations Association

ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:

Has presided over more than 2,000 cases in public and private sectors. Arbitration Panels include: AAA; NYS Employment Relations Board; NYS PERB; Federal Mediation and Conciliation Service; U.S. Postal Service; Town of Hempstead and CSEA, Local 880; Suffolk County PERB; Nassau County PERB; NYS and Civil Service Employees Assn; Long Island University and New York State United Teachers; AT&T and Communication Workers of America, Town of Hempstead Public Employment Relations Board.; NYS 3020A Education Law.

ISSUES: Discipline and discharge; seniority; subcontracting; benefit plans; vacations; sick leave; holidays; overtime; termination pay; higher level pay; promotion; sexual harassment; job classifications; transfers and assignments.

MEDIATION & FACT FINDING EXPERIENCE:

City of Glen Cove
International Brotherhood of Teamsters and Four Cs Food Company
Nassau County and Police Benevolent Association
International Brotherhood of Electrical Workers and National Electrical Contractors Association
Airborne Express and International Brotherhood of Teamsters
Suffolk County Association of Municipal Employees

OTHER RELEVANT OR EQUIVALENT EXPERIENCE:

Have taught: Organizational Behavior, Interpersonal Relations, Collective Bargaining, Arbitration, Contract Administration, Mediation, Conflict Resolution, Communication Skills, Leadership, and Strategic Planning.

PER DIEM FEE: \$1,800

ADJOURNMENT FEE: Per diem if fewer than 14 calendar days notice.

SIGNED AND SUBMITTED BY ARBITRATOR GERMANO ON MARCH 8, 2017

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BILLING DISCLOSURE STATEMENT

ARBITRATOR'S NAME: THOMAS J GERMANO

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 6 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 \$1,800 for each day spent in preparation of the opinion and award.

(2) This charge X 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 10 hours in a calendar day:

_____ Not applicable (no additional charge)

X I charge as follows (describe): \$300 PER HOUR OR ANY PART THEREOF (PRORATED)

(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): LODGING, SUBSISTENCE AND 1/2 OF PER DIEM

(4) Additional Comments:

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of **\$1,800** will be charged unless I receive notice of a postponement or cancellation:

 X 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 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): ANY LOSS OR ADDITIONAL EXPENSES INCURRED THAT ARE RELATED TO TRAVEL/LODGING, WHEN SUCH HAS BEEN CAUSED BY PARTIES

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 GERMANO ON MARCH 8, 2017

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.