

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

RESUME OF PANEL ARBITRATOR

Ardie EPRANIAN

OCCUPATION: Arbitrator

Galway, NY 12074

EDUCATION:

B.A. Dartmouth College
MBA New York University
SPHR [Senior Professional in Human Resources] Lifetime Accreditation

PROFESSIONAL AFFILIATIONS:

LERA [Labor & Employee Relations Association]
HRCI [Human Resource Certification Institute]

ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:

Arbitration Panels: AAA, FMCS, SERB, PERB, Cornel ADR, DOE 3020a

Issue Experience: absenteeism; arbitrability; contract duration & reopening; cost of living; disability benefits; discipline & discharge; discrimination; health & welfare benefits; holidays & holiday pay; incentive rates & standards; job classification & evaluation; job posting & bidding; layoff, bumping & recall; leaves of absence; management rights; overtime; pensions & retirement benefits; promotion & upgrading; seniority & ability; transfers; vacation & vacation pay; wages & rates of pay; work assignment & scheduling; working conditions; work measurement & time study; work stoppage & slowdown.

OTHER RELEVANT OR EQUIVALENT EXPERIENCE:

Employment: Over 40 years experience in labor/management relations including approximately 250 arbitrations as advocate and arbitrator, dozens of collective bargaining negotiations as chief spokesman, and other forms of dispute resolution. Executive administration of employee rights complaint actions such as sexual harassment, EEOC, ADA, FMLA, etc. Resolved scores of work measurement & incentive pay disputes as in-house 3rd party. Conducted numerous labor relations seminars and training courses both in-house and as outside consultant.

Teaching: 7 years as adjunct faculty [Associate Professor] at New York University conducting labor relations courses and related programs, and 14 years as guest lecturer and panelist at the College of New Rochelle and BOCES.

PER DIEM FEE: \$ 1,200 per day

ADJOURNMENT FEE: 1 day per diem within 14 days of hearing

SIGNED AND SUBMITTED BY ARBITRATOR EPRANIAN ON MARCH 20, 2013

BILLING DISCLOSURE STATEMENT

ARBITRATOR'S NAME: **Ardie EPRANIAN**

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 7 hours, I charge:

a second full per diem prorated per diem (\$170 per hour)

no additional charge other:

(3) Additional comments: Minimums: 1st day – 7 hours; 2nd and/or subsequent days- 4hours

B) STUDY TIME.

(1) I charge 1 day per diem for each day spent in preparation of the opinion and award.

(2) This charge will be prorated for partial days devoted to such preparation.

(3) Additional comments: Item 2 above prorated in 1/2 day increments.

C) TRAVEL TIME AND EXPENSES.

(1) When travel time plus hearing time exceeds 7 hours in a calendar day:

not applicable (no additional charge)

I charge as follows: prorated per diem (\$170 per hour)

(2) I charge for actual travel time 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, subsistence and travel time.

I charge as follows (describe):

(4) Additional comments: All travel time charged at the prorated hourly per diem rate.

D) POSTPONEMENT OR CANCELLATION FEES:

A fee of 1 day per diem will be charged unless I receive notice of a postponement or cancellation:

Within 14 calendar days of the scheduled hearing date.

Other (describe): to the cancelling party unless jointly requested

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 (typing service only) _____ YES NO

Telephone _____ YES NO

Other (describe): checked items above charged at actual cost

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:

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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.