

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

RESUME OF PANEL ARBITRATOR

DOUGLAS BANTLE

Occupation: ARBITRATOR/ATTY

MENDON, NY 14506-0306

EDUCATION:

J.D., STATE UNIVERSITY OF NY AT BUFFALO FACULTY OF LAW & JURISPRUDENCE
M.I.L.R., NYS SCHOOL OF INDUSTRIAL & LABOR RELATIONS, CORNELL UNIVERSITY
M.S., SUC BROCKPORT (IN THE AREA OF HIGHER EDUCATION ADMINISTRATION)
B.A., HOUGHTON COLLEGE

PROFESSIONAL AFFILIATIONS:

Member, National Academy of Arbitrators; Member of the New York Bar; Monroe County Bar Association; New York State Bar Association and Labor Law section; American Bar Association and Labor Law section; American Arbitration Association; Labor and Employment Relations Association, Chapters, Central and Western New York.

ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:

Member, New York State Public Employment Relations Board Grievance Arbitration, Mediation and Fact-Finding Panels; Member, American Arbitration Association Labor Panel; Member, New York State Employment Relations Board Panel.

Permanent Panels: (Partial Listing) Buffalo City School District-and-Buffalo Teachers Federation; Buffalo City School District-and-Professional, Clerical and Technical Employees Association; City of Rochester-and-Rochester Professional Firefighters Association; City of Rochester City School District-and-BENTE/AFSCME Local 2149; City of Syracuse-and-Syracuse Police Benevolent Association; Steuben County-and-CSEA, Local 851.

Arbitrate (full-time) throughout upstate New York

MEDIATION & FACT FINDING EXPERIENCE:

Since 1976 I have been a member of the Mediation and Fact Finding Panel and have handled over 55 cases.

OTHER RELEVANT OR EQUIVALENT EXPERIENCE:

Teach labor relations courses to practitioners from both management and labor primarily for Cornell University's New York State School of Industrial and Labor Relations-Extension Division (1975-2006).

PER DIEM FEE: \$1,800/\$2,100 (See "G- Other Info")

ADJOURNMENT FEE: One day's per diem for less than twenty-one (21) calendar days notice (for each day scheduled).

SIGNED AND SUBMITTED BY ARBITRATOR BANTLE ON SEPTEMBER 2, 2016

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BILLING DISCLOSURE STATEMENT

ARBITRATOR'S NAME: DOUGLAS BANTLE

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$1,800/\$2,100 for each day or any part thereof spent hearing a case. (SEE "G- OTHER INFORMATION" BELOW FOR MORE INFORMATION)

(2) If a hearing day exceeds 7 hours, I charge:

a second full per diem a prorated per diem
 no additional charge other (describe)

(3) Additional comments: I CONSIDER A "NORMAL" HEARING DAY 10:00 AM TO 5:00 PM AFTER THAT, I RESERVE THE RIGHT TO CHARGE FOR ADD'L DAY.

B) STUDY TIME.

(1) I charge \$1,800/\$2,100 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: THIS WILL BE DONE IN .25-DAY INCREMENTS

C) TRAVEL TIME AND EXPENSES.

(1) When travel time plus hearing time exceeds 10 hours in a calendar day:

Not applicable (no additional charge)
 I charge as follows (describe): A PRORATED PER DIEM

(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): IF DISTANCES REQUIRE OVER THREE HOURS OF TRAVEL (ONE WAY), I RESERVE THE RIGHT TO CHARGE AN ADDITIONAL PER DIEM.

(4) Additional Comments:

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of **\$1,800/\$2,100** will be charged unless I receive notice of a postponement or cancellation:

X within 21 calendar days of the scheduled hearing date

X other (describe): THIS IS CALCULATED AS AAA DOES IT. THE 21 DAYS DOES NOT INCLUDE THE DAY OF THE HEARING.

E) ADDITIONAL CHARGES. I charge separately for expenses incurred in connection with the following:

- Docketing (describe): _____ Yes No
- Duplication Yes No
- Fax(NORMALLY)..... 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.

THE \$1,800 PER DIEM REFERENCES IN THIS DOCUMENT ARE FOR "UPSTATE" GRIEVANCE ARBITRATION CASES. IT IS FOR ALL TIME SPENT IN TRAVEL, HEARING AND PREPARATION. THE \$2,100 PER DIEM IS APPLICABLE FOR "DOWNSTATE" NEW YORK AND ALL OUT-OF-STATE CASES. INTEREST ARBITRATION, TRIAGE, FACT-FINDING, MEDIATION AND EDUCATION LAW HEARINGS, SUCH AS SECTION 3020-A CASES, ARE AT THE \$2,100 PER DIEM, NO MATTER WHERE THEY OCCUR.

SIGNED AND SUBMITTED BY ARBITRATOR BANTLE ON SEPTEMBER 2, 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.