

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

RESUME OF PANEL ARBITRATOR

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FULL NAME: Richard M. Gaba  
CITY, STATE, ZIP: New York, NY 10128  
OCCUPATION: Arbitrator/Mediator

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**EDUCATION:**

LLM in Labor Law - NYU Law School  
JD NYU Law School  
BS Econ. U of P Wharton School

**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators  
NY State Bar Association  
LERA

**ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:**

Engaged in private labor relations law practice from 1956 - 1997. Full time arbitrator/mediator since 1997. Issues dealt with: absenteeism, arbitrability, bargaining unit work, discipline and discharge, off duty conduct, disability, sex, race, age and gender discrimination, contract interpretation, seniority, layoffs, rehiring, transfers, work assignments, health and safety and fringe benefits, CSL Sec. 72 and 75, Ed. Law Sec. 3020-a.

**MEDIATION & FACT-FINDING EXPERIENCE:**

Engaged in numerous mediations related to collective bargaining.

**OTHER RELEVANT OR EQUIVALENT EXPERIENCE:**

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PERMANENT ARBITRATION PANELS: NY State/CSEA; NY State/PEF, NY State DOCCS/NYSCPBA, NYCHA/  
237 IBT, 1199 SEIU/League of Voluntary Hospitals, Waterfront Commission of NY Harbor.

AGENCY LISTINGS: AAA, NJ State Board of Mediation, NJ PERC, FMCS, NMB.

**PER DIEM FEE:** \$ 2,000.

**ADJOURNMENT FEE:** \$ 2,000.

**SUBMITTED BY ARBITRATOR Richard M. Gaba ON August 24, 2018**

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BILLING DISCLOSURE STATEMENT

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ARBITRATOR'S NAME: **Richard M. Gaba**

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$2,000 for each day or any part thereof spent hearing a case.

(2) If a hearing day exceeds seven 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 \$ 2,000. 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: none

C) TRAVEL TIME AND EXPENSES.

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

Not applicable (no additional charge)

I charge as follows (describe):

(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: none

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of \$ 2,000 will be charged unless I receive notice of a postponement or cancellation:

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  No

Duplication .....  Yes  No

Fax .....  Yes  No

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

Postage .....  Yes  No

Secretarial .....  Yes  No

Telephone .....  Yes  No

Other (describe): none

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): Unless otherwise agreed the party requesting a postponement will be responsible for the fee.

G) OTHER INFORMATION/COMMENTS: none

**SUBMITTED BY ARBITRATOR Richard M. Gaba ON August 24, 2018**

**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.**