

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

RESUME OF PANEL ARBITRATOR

LEONARD R KERSHAW

Occupation: ATTY/ARBITRATOR

ELIZABETHTOWN, NY 12932

EDUCATION:

B.A. QUEENS COLLEGE, CITY UNIVERSITY OF NEW YORK
M.B.A. STATE UNIVERSITY OF NEW YORK AT ALBANY
J.D. ALBANY LAW SCHOOL OF UNION UNIVERSITY

PROFESSIONAL AFFILIATIONS:

Labor Panel, AAA; Roster of Arbitrators, FMCS; Panel of Arbitrators, NYS PERB; Panel of Mediators, NYS PERB; Panel of Arbitrators, NYS ERB; Register of Neutrals for Dispute Settlement, NYC Office of Collective Bargaining; Disciplinary Arbitration Panel, NYS/CSEA; Select Contract Arbitration Panel, NYS/Council 82, AFSCME; Hearing Officer Panels, NYS Civil Service Law, Section 72 and 75; Panel of Labor Arbitrators, Education Law Section 3020a; Panel of Arbitrators, UFT/NYC Board of Education.

ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:

Public Sector: NY state and local governments and local school districts. Participation in numerous arbitration proceedings concerning such issues as: appointment/promotion, arbitrability, attendance/leave, compensation, contracting out, discipline/discharge, employee organization rights, health insurance, holiday pay, hours of work, job posting/bidding, layoffs/recall, management rights, out-of-title work, overtime assignments/compensation, performance evaluation, production standards, reassignment/transfer, shift differentials, staffing, tenure, training, travel expenses, uniforms/ equipment, weapons, work schedules, workers' compensation leave. Private Sector: health care, hotel management, telecommunications manufacturing, trucking. Participation in arbitration and other dispute resolution forums concerning issues such as: compensation, discipline/discharge, discrimination, seniority, staffing.

MEDIATION & FACT FINDING EXPERIENCE:

Appointed by PERB to mediate bargaining impasses at county, town, authority and school district levels.

OTHER RELEVANT OR EQUIVALENT EXPERIENCE:

State of NY Unified Court System, Associate Director of Employee Relations; O'Connell and Aronowitz, P.C., Attorney; Governor's Office of Employee Relations, Director, Professional Development and Quality of Working Life/ Assistant Director of Employee Relations/Employee Relations Associate/Senior Research Analyst; NYS PERB, Research Asst.; NYS Civil Service Dept, Personnel Service Representative.

PER DIEM FEE: \$950

ADJOURNMENT FEE: \$950 if fewer than 10 business days notice.*

SIGNED AND SUBMITTED BY ARBITRATOR KERSHAW ON APRIL 15, 2010

Public Employment Relations Board
80 Wolf Road, Suite 500
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BILLING DISCLOSURE STATEMENT

ARBITRATOR'S NAME: LEONARD R KERSHAW

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$950 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 \$950 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 _____ 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 **\$950** will be charged unless I receive notice of a postponement or cancellation:

_____ within _____ calendar days of the scheduled hearing date

X other (describe): AT LEAST 10 BUSINESS DAYS BEFORE SCHEDULED DATE

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): _____

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 KERSHAW ON APRIL 15, 2010

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.