

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

**RESUME OF PANEL ARBITRATOR**

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ALLEN C. DeMARCO  
  
LATHAM, NEW YORK 12110

Occupation: ARBITRATOR/MEDIATOR  
EMPLOYEE RELATIONS CONSULTANT

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**EDUCATION:**

BS, RIDER COLLEGE  
POST GRADUATE CREDIT IN PERSONNEL MANAGEMENT AND EMPLOYEE RELATIONS AT  
SUNY@ALBANY; UNION COLLEGE  
GRADUATE OF SENIOR EXECUTIVES IN STATE AND LOCAL GOVERNMENT AT HARVARD COLLEGE,  
KENNEDY SCHOOL OF GOVERNMENT  
EXTENSIVE FORMAL IN-SERVICE TRAINING IN ALL ASPECTS OF HUMAN RESOURCE MANAGEMENT AND  
LABOR RELATIONS

**PROFESSIONAL AFFILIATIONS:**

State Academy for Public Administration – Fellow

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

NYS/CSEA Master Arbitrator- Expedited Arbitration; NYS/CSEA Disciplinary Arbitration Panel; Former Permanent  
Umpire, NYS/CSEA Time and Attendance Disciplinary Umpire Panel; Cornell University Upstate Arbitration Panel  
of Arbitrators; Former Arbitrator- NYS/NYSCOPBA Grievance Arbitration Panel; Member of the NYS Section 75  
Hearing Officer Panel; Arbitrator- NYS/PBA Disciplinary Arbitration Panel for the Agency Police Services Unit

Issues related primarily to employee disciplinary matters which range from drugs in the work place, patient abuse,  
time and attendance infractions, serious employee misconduct, employee incompetence, etc.

**MEDIATION & FACT FINDING EXPERIENCE:**

Strong experience in public employee mediation as a Deputy Director for Contract Negotiations and Administration  
for the State of New York; represented various school districts in the mediation process.

Panel member PERB Mediation Panel.

**OTHER RELEVANT OR EQUIVALENT EXPERIENCE:**

Nearly 40 years experience in all aspects of labor relations representing New York State in many capacities,  
including as its Chief Negotiator with over 200,000 employees, in 12 bargaining units. Represented several school  
districts, private schools and not-for-profit social organizations in collective bargaining and grievance handling.  
This wealth of experience included collective bargaining, grievance administration, supervisory training, grievance  
arbitration, alternate dispute resolution, etc.

**PER DIEM FEE:** \$1,200

**ADJOURNMENT FEE:** \$1,200 if fewer than  
Fourteen (14) calendar days' notice.

**SIGNED AND SUBMITTED BY ARBITRATOR DeMARCO ON MARCH 28, 2014**

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BILLING DISCLOSURE STATEMENT

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ARBITRATOR'S NAME: ALLEN DeMARCO

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                        X   a prorated per diem

       no additional charge                             other (describe)

(3) Additional comments:

B) STUDY TIME.

(1) I charge \$1,200 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: None

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of \$1,200 will be charged unless I receive notice of a postponement or cancellation:

X Within 14 business 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): \_\_\_\_\_

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 DeMARCO ON MARCH 28, 2014**

**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.**