

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

RESUME OF PANEL ARBITRATOR

FULL NAME: Stephen P. LaLonde

CITY, STATE, ZIP: Ontario, NY 14519

OCCUPATION: Arbitrator

EDUCATION:

• **Undergraduate**

- B.A. in Education (Secondary Social Studies) from the State University College at Potsdam, 1969
- Provisional Teaching License granted by NYS Education Department, 1969

• **Graduate**

- Permanent Teaching License granted by NYS Education Department, 1974
- M.S. in Education (Curriculum Design & Instruction) from the State University College at Brockport, 1985
- Other graduate courses completed at SUC Geneseo and the University of Rochester
- Graduate Certificate in Industrial and Labor Relations, Cornell University-ILR, 1991

PROFESSIONAL AFFILIATIONS:

- American Arbitration Association,
- NYS Dispute Resolution Association
- Labor & Employment Research Association (LERA) National
- LERA of Western NY
- LERA of Central NY
- LERA of Rochester, NY

ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:

- In arbitration practice since 1986
- **Types of Issues/Grievances Disposed of:** all manner of public and private sector discipline & discharge, all manner of contract interpretation including, but not limited to, just cause, timeliness, seniority, bumping, compensation, workers compensation related, representational rights, jurisdictional disputes, probable cause hearings, job assignment, promotion/demotion, vacation, leave, issues of external law, damages, valuation, threshold arbitrability, job classifications, job qualifications, licensing/certifications, overtime (low person & equalization over time), misrepresentation, union steward/officer rights, management rights, past practice, side agreements/memoranda of understanding, layoff & recall, insubordination, conduct unbecoming, evaluation, APPR, recordkeeping

Panels/Certifications:

American Arbitration Association Panels

• **Arbitration**

- Labor Arbitration Panel
- NYS Education Law §3020-a Discipline & Discharge
- NYS Education Law §3020-a Probable Cause Hearings
- NYS Education Law Part 83 Proceedings

• **Conciliation**

- NYS Education Law §211-f Receivership Negotiations

Permanent Labor Arbitration Panels

- **Rochester City School District & Rochester Teachers Association (Current)**
 - Labor Arbitration Panel – Contract Disputes
 - Labor Arbitration Panel – Discipline
- **1199 SEIU & Loretto Corp., et.al. (Current)**
 - Labor Arbitration Panel – Contract Disputes
 - Labor Arbitration Panel – Discipline
- **American Postal Workers Union & United States Postal Service (Former)**
 - Regular Labor Arbitration Panel – Contract Disputes
 - Regular Labor Arbitration Panel – Discipline
- **National Postal Mail Handlers Union & United States Postal Service (Former)**
 - Regular Labor Arbitration Panel – Contract Disputes
 - Regular Labor Arbitration Panel – Discipline
- **National Association of Letter Carriers & United States Postal Service (Former)**
 - Regular Labor Arbitration Panel – Contract Disputes (2000-2006 Contract)
 - Regular Labor Arbitration Panel – Discipline (2000-2006 Contract)

New York State Public Employment Relations Board (PERB) Panels

- **Arbitration (Current)**
 - Labor and Employment Arbitration - Contract Interpretation and Discipline
- **Fact Finder (Current)**
 - Public Employment Collective Bargaining Impasses
- **Mediation (Former)**
 - Public Employment Collective Bargaining Impasses

Alliance for Education in Dispute Resolution & Cornell-PERC Institute on Conflict Resolution

- **Arbitration**
 - Employment Law Arbitration (2003 on)
- **Mediation**
 - Employment Law Mediation (2001 on)

Financial Industry Regulatory Authority (formerly NASD) Panels

- **Arbitration**
 - Securities Arbitration Panel
 - Sole Arbitrator and Tripartite Panels
 - Tripartite Panel Chairperson Certified

NYS Dispute Resolution Association Panels

- **Arbitration**
 - NYS GBL-198(a)(b)(c) Arbitration Proceedings
- **Mediation**
 - NYS Agricultural Farm Debt Mediation Program

NYS Education Department Panels

- **Arbitration**
 - NYS 3020a Discipline/Discharge Arbitration Cases
 - NYS 3020a Probable Cause Hearings
 - NYS Ed. Law Part 83 License Revocation Hearings
- **Mediation**
 - Special Education Mediation Program Mediator

NYS Department of Health

- **Mediation**
 - Early Intervention Mediation Program Mediator

U. S. Department of Agriculture

- **Mediation (Former)**
 - Mediator for FHA Farm Debt Mediation Program

Center for Dispute Settlement

- Mediator/Arbitrator in the geographic areas of the City of Rochester, Monroe, Wayne, Ontario, Seneca,

Yates, and Livingston Counties.

- **Mediation Panels**

- ADA Mediation
- NYS Division of Human Rights Claims
- VESID Services Mediation Program
- Commercial
- Family Dispute Mediation (Separation, Divorce & Custody Preliminary Plans)
- NYS RPL-233 Manufactured (Mobile) Home Proceedings
- NYS Dept. of Health Early Intervention Services Mediation
- New York State Education Department Special Education Services Mediation
- Dept. of Agriculture Farm Debt Mediation
- General Community

- **Arbitration Panels**

- General Community & Special Cases
- Commercial
- Rochester Home Improvement Loan Program (HILP)
- Rochester Community Housing Arbitration Program (CHAP)
- Divorce Property Settlement
- Rochester Housing Authority, HUD Sect. 8

MEDIATION & FACT-FINDING EXPERIENCE:

See above list of panels & experience for mediation & fact-finding.

OTHER RELEVANT OR EQUIVALENT EXPERIENCE:

NEGOTIATION NEUTRAL FACILITATOR

- Spencerport Central School District & Spencerport Teachers Association (1996)
- East Rochester Central School District & East Rochester Teachers Association (2011-2012)

TECHNICAL ADVISOR ON ARBITRATION

NYS Attorney General & NYS Dispute Resolution Association (Since 1995)

- NYS General Business Law §198(a)(b)(c) Arbitration Proceedings

TRAINING EXPERIENCE

NYS Attorney General & NYS Dispute Resolution Association

- Statewide Trainer in GBL-198(a)(b)(c) "Lemon Law" Arbitration since 1995

Cornell University – School of Industrial & Labor Relations

- Interpersonal & Group Conflict
- Conflict Management in the Workplace
- Interest-Based Negotiation
- Discipline & Grievance Handling
- Mediation for Court Settlement Programs
- Negotiating Effectively
- Personal Negotiation Skills
- Personal Mediation Skills
- Enhancing Arbitration Skills
- Facilitation & Group Dynamics
- Enhancing Leadership Skills
- Mediation & Conflict Management Strategies
- Presenting Difficult Subjects at Difficult Meetings
- Student Leadership Skill
- Improving Health & Safety Committee Problem Solving & Effectiveness

- Union Administration
- Union Steward Training
- Introduction to Collective Bargaining
- Dynamics of Collective Bargaining
- Collective Bargaining in Labor Relations
- Labor Relations Training for Supervisory Personnel
- Employment Law & Effective Performance Appraisal
- Contract Language: Working With It, Making It Work for You
- Effective Discipline: Best Practices in a Unionized Environment
- Labor Relations for Managers

Empire Mediation & Arbitration

- Mediation Training for the Erie County Bar Association and the 8th Judicial District's court annexed mediation program in negligence claims
- Federal Court Settlement Week Mediation Training (Done for the Erie County Bar Association)
- How to Mediate Insurance Claims (Done for EM&A's Attorney Panel)
- The Mediator's Way (Done for the Visiting Nurse Service of Rochester)
- Consultation for Rochester Broadway Theater League on "Organizational and Operational Assessment for Effective Conflict Management in the Workplace"

Center for Dispute Settlement

- "Introductory Arbitration"
- "Advanced Arbitration"
- "Arbitration for Mediators"
- "FDM Arbitration"
- "FDM: Determining Assets"
- "FDM: Writing Preliminary Plans"
- "Rochester Housing Authority, HUD Sect. 8"
- "City of Rochester HILP Arbitration"
- "SUC Brockport Resident Assistant Conflict Management Arbitration"
- "Brockport High School Peer Mediation Program"

Webster Central School District

- Created and Trained Senior High Student Mediation Program
- Co-created and Trained students, staff, and parents in the Plank Road Elementary School Peer Mediation Program (1994, 1995, 1996)
- Train-the-Trainer in Peer Mediation (1996)

TEACHING EXPERIENCE

- Cornell University/School of Industrial & Labor Relations, Senior Extension Associate Appointment (Jan. 1995-2005)
 - Teaching Credit Courses and Training in Alternative Dispute Resolution, Labor Studies, and Negotiations
 - Taught undergraduate courses (ADR Studies Certificate Program):
 - Dynamics of Human Conflict
 - Mediation I
 - Mediation II
 - Arbitration I
 - Arbitration II
 - Advocacy & Negotiation Styles in ADR
 - Taught undergraduate courses (Labor Studies Program):
 - Labor Arbitration
- Adjunct Faculty - Cornell University/School of Industrial & Labor Relations (1991-1994)
 - "Conflict Resolution" (courses at Xerox Corporation)
 - "Conflict Resolution" (course at AC Rochester Division of GM)
 - "Collective Bargaining in the Public Sector" (Co-Taught)
- Social Studies, Humanities, and Conflict Resolution Teacher - Webster Central School District (1969-1994)

ARTICLES

- “Problems and Prospects in the Use of the Med-Arb Model.” Snapshot. New York State Dispute Resolution Association, Inc. Vol. 2, No. 1 (April 1997).
- “The Impact of Negotiation Traps on the Mediation Process.” Snapshot. New York State Dispute Resolution Association, Inc., Vol. 1, No. 5 (October 1996).
- “Dealing with Difficulties in the Mediation Negotiations Phase.” Snapshot. New York State Dispute Resolution Association, Inc., Vol. 1, No. 3 (July 1996).
- “How Can a Mediator Respond to Bluff Tactics?” Snapshot. New York State Dispute Resolution Association, Inc., Vol. 1, No. 2 (April 1996).

PRESENTATIONS

- “Effective Grievance Handling: Enhancing Grievance Preparation, Processing & Resolution at all Levels”, for the Massachusetts Municipal Association’s Labor Relations Seminar (October 2008).
- “Dealing with Difficulties & Difficult People in Mediation”, for the Center for Dispute Settlement’s Canandaigua Office Staff & Mediators (March 2007)
- “Workplace ADR Continuum”, for the NYS Dispute Resolution Association Symposium on Workplace ADR (September 2006)
- “Fundamentals of Internal Dispute Resolution Design”, for the NYS Dispute Resolution Association Symposium on Workplace ADR (September 2006)
- “Techniques for Effective Conflict Management”, for the Association of Legal Administrators’ National Conference (May 2004) Philadelphia, PA.
- “The ADR Continuum in the Workplace”, for the Center for Disputes Settlement’s Mini-Conference on Conflict Resolution in the Workplace” (April 2004) Rochester, NY
- “Workplace Violence”, for the Rochester Job Service Employment Committee (November 1998).
- “3020a Process & Procedures: An Arbitrator’s Perspective”, for the administrative staff of Monroe Middle School (Rochester City School District) October 1998 (Rochester, NY)
- “ADR in the New York State Supreme Court 7th Judicial District and Implications of the Chief Judge’s Commission Report on ADR”, ADR in the Employment Setting Conference sponsored by the Western District office of the Cornell School of Industrial and Labor Relations - Buffalo, New York (May 1997).
- “Negotiations: Which Path to Take?”, Western New York meeting of the Society of Human Resource Managers (SHRM) - Buffalo, New York (May 1997).
- “Court-Referred ADR in New York State: Opportunities and Concerns Arising from the Final Report of the Chief Judge’s Commission”, ADR Committee of the Monroe County Bar Association - Rochester, New York (February 1997).
- “Equity in Comparative Wage Systems”, IUE/Filtros (Ferro Corporation) of East Rochester (1996).
- “Developing Successful Negotiation & Problem Solving Strategies”, United Way of Greater Rochester Annual Community Conference (1996).
- “The Nature of Conflict & the Role of Conflict Management in the Schools” for the Sodus Central School District Superintendent’s Workshop Training Day (1996).
- “Mutual Gains: An Alternative to Traditional Bargaining” for the Monroe County School Boards Association meeting on *Negotiations Help from a Different Angle* (1996).
- “Avoiding Litigation: Can You Afford Not to Look at Alternative Dispute Resolution?” for the 13th Annual Western New York Industrial Products & Services Expo (1996).

HONORS

- Recipient of the Award for Promoting the Managing of Conflict in the Workplace, the Center for Dispute Settlement, 2004
- Recipient of the Certificate of Recognition for Dedicated Service in Promoting Alternative Dispute Resolution Processes, the Center for Dispute Settlement, 1995
- Recipient of the Distinguished Service Certificate, the Center for Dispute Settlement, 1995
- Recipient of the Distinguished Service Award of the Center for Dispute Settlement, 1988
- Recipient of the Unified Court System of the State of New York Community Dispute Resolution Centers Program Recognition for Dedicated Service in Community Dispute Resolution Work, 1988

- Award of Merit from the Regional Conference of Historical Agencies for the development of a revolving publishing fund to encourage the research, writing, and publishing of Wayne County History (Chaired the committee of the Wayne County Historical Society that created the publishing program), 1983
- Award of Merit from the National Union Teacher Press Association for Best Editorial Column, 1983
- Award of Merit from the National Union Teacher Press Association for Best Feature Story, 1983

PER DIEM FEE: \$ 1,000

ADJOURNMENT FEE: \$ 1,000 for days adjourned within twenty-one (21) calendar days of scheduled hearing or event. Adjourment fee usually assessed to the Party requesting the adjournment unless both Parties agree to split the adjournment fee.

SUBMITTED BY ARBITRATOR Stephen P. LaLonde ON February 1, 2016

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

BILLING DISCLOSURE STATEMENT

ARBITRATOR'S NAME: **Stephen P. LaLonde**

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$1,000 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 \$ 1,000 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: All study time is based on an 8 hour day recorded as actual time on task.

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: N/A

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of \$ 1,000 per scheduled day will not be charged unless I receive notice of a postponement or cancellation:

X Within 21 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 X No

Duplication Yes X No

Fax Yes X No

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

A late payment charge of fifty dollars (\$50.00) is assessed each month or part thereof on any outstanding bill that has not been paid within six (6) months (180 days) of the date of billing indicated on the invoice.

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): N/A

G) OTHER INFORMATION/COMMENTS: N/A

SUBMITTED BY ARBITRATOR Stephen P. LaLonde ON February 1, 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.