

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

**RESUME OF PANEL ARBITRATOR**

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JAMES A. GROSS

Occupation: PROFESSOR

ITHACA, NY 14853-3901

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**EDUCATION:**

B.S. LASALLE COLLEGE (1956)  
M.B.A. TEMPLE UNIVERSITY (1957)  
PH.D. UNIVERSITY OF WISCONSIN (1962)

**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators. Labor Arbitration Panels: American Arbitration Association, Federal Mediation and Conciliation Service, PERB

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

I have heard and decided approximately 500 cases dealing with both new or reopened contract terms and contract interpretation. Specific issues have included discharge and disciplinary actions, job evaluation, work assignment, job classification, layoff and recall, overtime pay, overtime distribution, vacation and holiday pays, call-in pay, subcontracting, management rights, arbitrability of grievances, discrimination, sexual harassment, and health and safety. These cases were heard in both the public and private sector in New England and in New York State.

**MEDIATION & FACT FINDING EXPERIENCE:**

Although I am a PERB mediator I have decided not to do any mediation or fact-finding.

**OTHER RELEVANT OR EQUIVALENT EXPERIENCE:**

**PER DIEM FEE:** \$1500.

**ADJOURNMENT FEE:** \$1500 if notified in less than ten (10) working days (Monday-Friday).

**SIGNED AND SUBMITTED BY ARBITRATOR JAMES A. GROSS ON SEPTEMBER 21, 2010**

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BILLING DISCLOSURE STATEMENT

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ARBITRATOR'S NAME: **JAMES GROSS**

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is **\$1500** for each day or any part thereof spent hearing a case.

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

\_\_\_\_\_ a second full per diem                      \_\_\_\_\_ a prorated per diem

**X** no additional charge                      \_\_\_\_\_ other (describe)

(3) Additional comments: I DO CALL IT QUITS AROUND 6:00 P.M. IF WE'VE STARTED AT 10:00 A.M. OR BEFORE -- SIMPLY A MATTER OF HOW LONG ONE CAN REMAIN CONCENTRATED.

B) STUDY TIME.

(1) I charge **\$1,500** 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:

\_\_\_\_\_ Prevailing IRS rate                      **X** Other (describe): CURRENT NYS MILEAGE RATE

(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 **\$1,500** will be charged unless I receive notice of a postponement or cancellation:

  X   within   10   WORKING DAYS (MONDAY THROUGH FRIDAY) 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 .....   X   Yes   \_   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 GROSS ON SEPTEMBER 21, 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.**