

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

RESUME OF PANEL ARBITRATOR

PAUL J CAFFERA

Occupation: ARBITRATOR / MED

FAIRPORT, NY 14450-3217

EDUCATION:

MS - Management, Central Michigan University

BS - Life Science, Kansas State University

BA - History, Excelsior College

PROFESSIONAL AFFILIATIONS:

AAA, LERA, ACR

ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:

Arbitrate labor, employment, commercial and construction cases for AAA, FMCS, and a variety of state government and private panels nationwide.

Selected Issues: Absenteeism, ADA, Age Discrimination, Arbitrability, Bargaining Unit Work, Benefits, Collateral Estoppel and Res Judicata, Compensation, Contract Interpretation, Demotion, Disability Leave Abuse, Discipline and Discharge, Drug and Alcohol, Employee Theft, Firearms, First Amendment/Free Speech, Job Posting/Bidding, Harassment, Holiday Pay, Job Performance, Just Cause, Leaves, Management Rights, Minimum Manning, Off-Duty Conduct, On-Call/Reporting Status, Overtime, Past Practices Patient Abuse, Promotion, Retirement Benefits, Salary Guide Placement, Seniority, Sex Discrimination, Staffing Levels, Student Assault and Endangerment, Teacher Nonrenewal and Discipline, Transfers and Reassignments, Union Steward Rights, Vacation, Wages, Work Hours/Assignments, Violence & Threats.

Selected Employee Groups: Aerospace, Agriculture, Airfreight, Bank Regulation, Construction, Convention and Tourism, Education, Firefighting, Food service, Highway Workers, Higher Education, Hospitals and Health Care, Iron Workers, Machine tools, Manufacturing, Mental Hygiene, Nursing Homes, Office Workers, Optics, Packaging, Police, Postal Service, Prisons and Jails and Non-Guard Corrections Employees, Printing, Public Health, Public Works, Rehabilitation Facilities, Rubber and Plastics, School Support Staff, School Teachers, Security Guards, Spaceflight Support, Social Service, Treasury Employees, Water Systems (Drinking), Wastewater treatment.

MEDIATION & FACT FINDING EXPERIENCE:

Mediated successor contract negotiations in the private sector and employment discrimination cases brought under the NYS Human Rights Law.

OTHER RELEVANT OR EQUIVALENT EXPERIENCE:

(Selected) Currently serves as ad hoc Hearing Officer for the Nebraska State Personnel Board. Former Assistant Director of Labor Relations for the New Jersey School Boards Association. Author of several books and articles concerning public sector negotiations and contract administration. AAA basic and advanced arbitrator development programs, Rutgers University IMLR public sector labor certificate program.

PER DIEM FEE: \$1000

ADJOURNMENT FEE: \$1000 for each reserved day cancelled or postponed with fewer than 30 calendar days notice.

SIGNED AND SUBMITTED BY ARBITRATOR CAFFERA ON MARCH 28, 2012

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

BILLING DISCLOSURE STATEMENT

ARBITRATOR'S NAME: PAUL J CAFFERA

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$1000 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 \$1000 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 10 hours in a calendar day:

_____ Not applicable (no additional charge)

X I charge as follows (describe): PRO RATA PER DIEM FEE FOR ACTUAL TIME OVER TEN (10) HOURS COMBINED HEARING/TRAVEL TIME IN A CALENDAR DAY.

(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:

_____ There is no charge, other than for lodging and subsistence.

X I charge as follows (describe): ACTUAL LODGING AND SUBSISTENCE COSTS PLUS 1/2 PER DIEM FEE FOR TRAVEL EXCEEDING TWO HOURS AND FULL PER DIEM FEE FOR TRAVEL EXCEEDING FOUR HOURS THE DAY BEFORE THE HEARING.

(4) Additional Comments:

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of **\$1000** will be charged unless I receive notice of a postponement or cancellation:

within **30** 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
1.5% PER MONTH FOR ALL OUTSTANDING BALANCES AFTER 120 DAYS

Postage Yes No

Secretarial Yes No

Telephone Yes No

Other (describe): ACTUAL COSTS OF CONFERENCE CALLS FOR TELEPHONE HEARINGS AND MEETINGS.

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 CAFFERA ON MARCH 28, 2012

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.