

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

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LOUIS V. IMUNDO, JR.

Occupation: ARBITRATOR & MEDIATOR

COLD SPRING HARBOR, NY 11724-2411

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**EDUCATION:**

Ph.D - UNIVERSITY OF OKLAHOMA, 1971

MBA - ADELPHI UNIVERSITY, 1966

BS - LONG ISLAND UNIVERSITY, C W POST COLLEGE, 1964

**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators – 1992; Federal Mediation & Conciliation Service – 1980; American Arbitration Association – 1976; State of Ohio, State Employment Relations Board – 1989; National Mediation Board – 1990; Indiana Employment Relations Board – 1993; Pennsylvania Labor Relations Board – 1993; Pennsylvania Bureau of Mediation – 1993; New York State Employment Relations Board – 2001; New York City Office of Collective Bargaining – 2003; New Jersey Board of Mediation – 2003; U.S. Virgin Islands Public Employee Relations Board – 2005; Florida Public Employees Relations Commission – 2009; State of Iowa Public Employment Relations Board - 2012

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

Ability; Absenteeism, Alcohol/Drug Abuse; Apprentices/Trainees; Arbitrability; Automation; Bargaining Unit Work; Bidding; Bonuses; Compensation; Demotion; Disability; Discharge; Discipline; Discrimination; Fair Share Fee; Health & Welfare, Hiring; Holidays & Holiday Pay; Incentive Rates & Standards; Insubordination; Interest Arbitration; Job Classification; Job Evaluation; Job Posting & Bidding; Jurisdiction; Layoff; Bumping & Recall; Leave of Absence; Managements Rights; Merit Pay; Other Fringe Benefits; Overtime; Past Practice; Pensions; Performance Appraisals; Personal Conduct; Personnel Records; Posting; Premium Pay; Production Standards; Reassignment; Reduction-In- Force; Reporting, Call-In & Call-Back Pay; Safety; Scheduling of Work; Seniority; Sexual Harassment; Sick Leave; Strike or Lockout; Subcontracting; Training; Transfers; Vacancies; Vacations; Wages; Work Stoppages; Work Assignment; and Working Conditions.

**MEDIATION & FACT FINDING EXPERIENCE:**

Twenty two (22) years of Fact-Finding, Mediation and Interest Arbitration experience.

Considerable experience with Sheriffs Departments and City Police Departments.

Experience with Firefighters, and nearly every classification of State, County & Municipal employees.

**OTHER RELEVANT OR EQUIVALENT EXPERIENCE:**

Thirty-six (36) years arbitration experience. 950+ written arbitration decisions and awards. Hundreds of expedited decisions and awards. 350+ published cases. Author of five (5) books: *The Effective Supervisor's Handbook*, 1<sup>st</sup> & 2<sup>nd</sup> editions; *Managing Your Human Resources: A Partnership Approach*; *Employee Discipline: How To Do It Right*; *The Arbitration Game*. Conducted over 2,000 seminars on managing organizations and human resources.

**PER DIEM FEE:** \$1200.00

**ADJOURNMENT FEE:** \$1200.00

**SIGNED AND SUBMITTED BY ARBITRATOR IMUNDO ON August 26, 2013**

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

BILLING DISCLOSURE STATEMENT

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ARBITRATOR'S NAME: Louis V. Imundo, Jr.

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$1200.00 for each day or any part thereof spent hearing a case.

(2) If a hearing day exceeds 6 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 \$1200.00 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 6\* hours in a calendar day:

       Not applicable (no additional charge)

X I charge as follows (describe): TRAVEL TIME PRORATED THE SAME AS HEARING TIME.

(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 **\$1200.00** will be charged unless I receive notice of a postponement or cancellation:

\_\_\_\_\_ Within \_\_\_\_\_ calendar days of the scheduled hearing date

X  Other (describe): IN THE EVENT OF CANCELLATION, POSTPONEMENT, OR SETTLEMENT, A PER DIEM IS CHARGED FOR EACH SCHEDULED DAY.

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  
2% PER MONTH FOR LATE PAYMENT. I RESERVE TO CHARGE C.O.D.

Postage .....  Yes  No

Secretarial ...TYPING: \$9.00 PER SINGLE SPACED PAGE.....  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.

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**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.**