

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

RESUME OF PANEL ARBITRATOR

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FULL NAME: Sandra M. Nathan

CITY, STATE, ZIP: Stephentown, NY 12169

OCCUPATION: attorney

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**EDUCATION:**

Juris Doctorate - De Paul University School of Law, Chicago, Illinois (1975)

Master of Science (Teaching) - University of Chicago, Chicago, Illinois (1969)

Bachelor of Arts (Political Science) - University of Chicago, Chicago, Illinois (1966)

Certification of training in cross-cultural issues and Korean language (Peace Corps) - University of Hawaii (1966)

**PROFESSIONAL AFFILIATIONS:**

New York State Bar Association (member of Dispute Resolution and Labor and Employment sections)

Northern District of New York Bar Association, Inc.

Capital District Labor and Employment Association

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

I am an experienced Administrative Law Judge (ALJ)/Hearing Officer. I have presided over many PERB and NYS Industrial Board of Appeals (IBA) hearings. As a former PERB ALJ, my decisions were issued for publication under my name.

As a former IBA Hearing Officer, I drafted decisions issued by the IBA Board. The IBA's decisions concern federal and state laws governing labor standards and the Public Employee Safety and Health Act (PESHA) and are published on the IBA's web site and subject to judicial review.

As a former advocate, I represented clients in arbitrations and the negotiation of collective bargaining agreements.

**MEDIATION & FACT-FINDING EXPERIENCE:**

As a PERB ALJ and IBA Hearing Officer, I used dispute resolution methods to settle cases.

As an ALJ, I also decided cases involving the relationship between fact-finding decisions and the Taylor Law.

**OTHER RELEVANT OR EQUIVALENT EXPERIENCE:**

I formerly worked in the Office of PERB Counsel where I litigated challenges to dispute resolution procedures and issues concerning the relationship both between contract and Taylor Law provisions and between fact-finding decisions and the Taylor Law.

**PER DIEM FEE:** \$ 1100

**ADJOURNMENT FEE:** \$ 1100

**SUBMITTED BY ARBITRATOR Sandra M. Nathan ON November 19, 2013**

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BILLING DISCLOSURE STATEMENT

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ARBITRATOR'S NAME: **Sandra M. Nathan**

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$1100 for each day or any part thereof spent hearing a case.

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

a second full per diem

a prorated per diem

no additional charge

other (describe) :

(3) Additional comments:

B) STUDY TIME.

(1) I charge \$ 1100 for each day spent in preparation of the opinion and award.

(2) This charge  will  will not be prorated for partial days devoted to such preparation.

(3) Additional comments: The proration will not be less than one half of the per diem fee.

C) TRAVEL TIME AND EXPENSES.

(1) When travel time plus hearing time exceeds \_\_\_\_\_ hours in a calendar day:

Not applicable (no additional charge)

I charge as follows (describe):

(2) I charge for actual, travel-related expenses incurred in connection with the case  YES  NO.

Where appropriate, a mileage charge for auto travel will be billed at:

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.

I charge as follows (describe):

(4) Additional Comments:

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of \$ 1100 will be charged unless I receive notice of a postponement or cancellation:

Within 14 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

Postage .....  Yes  No

Secretarial .....  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:

**SUBMITTED BY ARBITRATOR Sandra M. Nathan ON November 19, 2013**

**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.**