

**Public Employment Relations Board  
PO BOX 2074, ESP AGENCY BLDG 2, FLS 18 & 20  
Albany, NY 12220-0074**

**RESUME OF PANEL ARBITRATOR**

---

FULL NAME: James D. Bilik  
CITY, STATE, ZIP: Albany, N.Y. 12207  
OCCUPATION: Arbitrator and Mediator  
FAX: NA

---

**EDUCATION:**

Rutgers University School of Law, J.D.  
University of Wisconsin-Madison, B.A.

**PROFESSIONAL AFFILIATIONS:**

New York State Bar - admitted 1984; New York State Bar Association Labor & Employment Law Section; New York State Bar Association Local & State Government Law Section, Executive Committee and Co-Chair of Employment Relations Committee; American Bar Association Labor & Employment Law Section; Labor and Employment Relations Association (LERA) NYC.

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

Full time arbitrator since 2016 currently serving on the following panels: American Arbitration Association; Federal Mediation and Conciliation Service; The Labor Relations Connection; Public Employees Federation (PEF) and State of New York Discipline Panel; NYS Correctional Officers & Police Benevolent Association and State of New York Discipline Panel; State of New York Unified Court System and Civil Service Employees Association; State of New York and Civil Service Employees Association Section 72 Hearing Panel; United University Professions & State of New York Discipline Panel; NYC School Construction Authority & District Council 37 (AFSCME); Rochester City School District and Rochester Teachers Association; NYSCOPBA & Professional Association of NYSCOPBA Employees; Education Law §3020-a Teacher Discipline.

Absenteeism, Arbitrability, Contract Interpretation, Discipline/Discharge, Discrimination, Fringe Benefits, Health Insurance, Job Performance, Layoffs/Bumping/Recall, Management Rights, Safety/Health, Seniority, Tenure/Reappointment, Wages (overtime pay, vacation pay), Work Hours/Schedules/Assignments, Working Conditions.

**MEDIATION & FACT-FINDING EXPERIENCE:**

U.S. District Court, Northern District of New York Civil Mediation Panel

**OTHER RELEVANT OR EQUIVALENT EXPERIENCE:**

Labor and employment law practice: Gordon & Gordon, PC (New York, NY) Associate 1984-87, Partner 1987-89; New York State United Teachers Staff Attorney (NYC and Latham) 1989-2010, Associate General Counsel/Assistant General Counsel (Latham) 2010-16. Represented employees and unions; represented management in labor relations and arbitration with in-house unions.

**PER DIEM FEE:** \$ 1800

**ADJOURNMENT FEE:** \$ 1800

**SUBMITTED BY ARBITRATOR BILIK ON NOVEMBER 18, 2024**

Public Employment Relations Board  
PO BOX 2074, ESP AGENCY BLDG 2, FLS 18 & 20  
Albany, NY 12220-0074

**BILLING DISCLOSURE STATEMENT**

---

ARBITRATOR'S NAME: James D. Bilik

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$1800 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 \$ 1800 \_\_\_\_\_ 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 8 hours in a calendar day:

Not applicable (no additional charge)

X  I charge as follows (describe): HOURS OVER 8 PRO-RATED FOR TRAVEL 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. TRAVEL ON 2<sup>ND</sup> DAY WILL BE CHARGED PRO RATA.

I charge as follows (describe):

(4) Additional Comments:

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of \$ 1800 will not 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 BILIK                      ON NOVEMBER 18, 2024**

**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.**