

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

RESUME OF PANEL ARBITRATOR

ARNOLD M ZACK

Occupation: Arbitrator, Judge

BOSTON, MA 02118

EDUCATION:

AB, TUFTS, 1953

LLB, YALE LAW, 1956

MPA, HARVARD GRAD SCHOOL, PUBLIC ADMINISTRATION, 1961

PROFESSIONAL AFFILIATIONS:

Arbitrator on the Panels of AAA, FMCS, National Mediation Board, PERB, OCB, PER CNJ, Mass Board Council, NH PELRB. President of the Asian Development Bank Administrative Tribunal. Faculty, Labor & Work Life Program at Harvard Law School. Consultant to governments (Bermuda, Cambodia, Philippines, Greece, Spain, Australia, South Africa, Italy) and international agencies (WB, ILO, UNDP, IDB,IMF) in developing dispute resolution systems

ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:

Interest Arbitration with USPS(APWU, Mail Handlers), Triborough Bridge and Tunnel Authority; NYC (Police Teachers); Massachusetts Bay Transit Authority. Grievance Arbitration NYC Board of Education, Yale University, American Airlines, IRS, INS and various unions. Arbitrated on a full time basis since 1968, issuing over 5000 cases on a wide variety of issues

MEDIATION & FACT FINDING EXPERIENCE:

Mediation and Fact Finding in public and private sector: Wash Metropolitan Area Transit Auth & Amalgamated Transit Union State of NH & NHEA, Berlin School Board (NH) & Berlin Teachers Assn, City of Durham & IAFF, State of Alabama Ed Assn & Staff Organization, Framingham FF (MA) & IAFF, Derry (NH) ff & IAFF, Fact-finding: Hillsboro (NH) County Corrections & AFSCME, NYC Teachers & UFT.

OTHER RELEVANT OR EQUIVALENT EXPERIENCE:

Member of four President's Emergency Boards (Chair of two), Author: Grievance Arbitration (2 vols) Lexington Book, 1989 & 1991, Arbitration in Practice (ED) ILR Press 1984, Agreement in Negotiation & Arbitration with R. BNA 1982, 2nd Edition 1996. Fact-finding & Interest Arbitration in Public Sector USDL 1974, Mediation in the Public Sector BNA, 1985, Mediation & Arbitration of Employment Disputes (with J. Dunlop), 1997. Former President National Academy of Arbitrators. Consultant to Hong Kong University Law School and US-Asia Law Institute at NYU on current labor dispute resolution issues in China.

PER DIEM FEE: \$2,000 Grievance Arbitration
\$3,000 Interest Arbitration

ADJOURNMENT FEE: One day's fee if case is canceled with less than 30 days' notice

SIGNED AND SUBMITTED BY ARBITRATOR ARNOLD M. ZACK ON SEPTEMBER 18,2010

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

BILLING DISCLOSURE STATEMENT

ARBITRATOR'S NAME: ARNOLD M ZACK

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$2,000 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: INTEREST ARBITRATION \$3,000.

B) STUDY TIME.

(1) I charge \$2,000 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: STUDY TIME INTEREST ARBITRATION \$3,000.

C) TRAVEL TIME AND EXPENSES.

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

X Not applicable (no additional charge)

X I charge as follows (describe): NO CHARGE FOR TRAVEL TIME UNLESS IT PRECLUDES WORKING DAY BEFORE OR AFTER

(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): NO AUTO TRAVEL CHARGE, UNLESS A CAR RENTED AND THEN RENTAL REIMBURSEMENT.

(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 **\$2,000** will be charged unless I receive notice of a postponement or cancellation:

 X within 30 calendar days of the scheduled hearing date

 X other (describe): CANCELLATION FEE MAY BE WAIVED IF CONDITIONS BEYOND PARTIES' CONTROL.

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 Yes X No

Telephone Yes X No

Other (describe): MAY BE TELEPHONE CONFERENCE CALL IF EXCEEDS \$50.

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 ZACK ON September 18, 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.