

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

RESUME OF PANEL ARBITRATOR

JEFFERY M SHERMAN

Occupation: ARBITRATOR/MEDIATOR

E SYRACUSE, NY 13057-1810

EDUCATION:

M.A. LABOR AND POLICY STUDIES, SUNY EMPIRE STATE COLLEGE
B.S. INDUSTRIAL LABOR RELATIONS CORNELL UNIVERSITY
A.S. LABOR MANAGEMENT STUDIES, ONONDAGA COMMUNITY COLLEGE
Certificate in Labor Studies, Cornell University Extension

PROFESSIONAL AFFILIATIONS:

Cornell University ADR Labor Arbitration & Mediation Services Arbitration Panel; American Arbitration Association Labor Arbitration Panel; Federal Mediation and Conciliation Service Labor Arbitration Panel; New York State Employment Relations Board Labor Arbitration/Mediation Panel; New York State Employment Relations Board per diem staff labor arbitrator/mediator; New York State Public Employment Relations Board Grievance Arbitration Panel; New York State Public Employment Relations Board Panel of Labor Mediators.
2009 to 2012 – AFGE/SSA Regular and Expedited Panel of Arbitrators
1998 to 2008 – Teamsters – United Parcel Service Upstate/West New York Discipline/Discharge Panel.

ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:

Full-time labor arbitrator/mediator. Extensive practical experience in collective bargaining, employee discipline and contract interpretation. Human resources professional with more than 25 years of experience in workplace dynamics, personnel policies and procedures, position requirements and descriptions and performance appraisals.
By Industry: Manufacturing; Concrete; Education; Janitorial; Military; Quarry; Municipal Transportation; Municipal Production; Grain Milling; Parcel Delivery; Trucking; Textiles; Health Care; Trash Collection; Construction Equipment; Grocery; Dairy; Warehouse; Hotel; Library; and others.
By Issues: Discipline; Discharge; Promotion; Demotion; Transfer; Insubordination; Theft; Dishonesty; Fighting; Negligence; Horseplay; Vacations; Personal Days; Holidays; Sexual Harassment; Drugs; Alcohol; and others
PERMANENT ARBITRATOR: Teamsters/United Parcel Service Discharge and Suspension Panel

MEDIATION & FACT FINDING EXPERIENCE:

Substantial private sector grievance and interest mediation on a broad spectrum of issues.

OTHER RELEVANT OR EQUIVALENT EXPERIENCE:

Court Appointed Special Advocate (CASA) 2009. Certified volunteer crisis counselor, Contact Community Services, 2001-2008. Labor Arbitrator/Mediator 1990-present; Local President, CWA, 1983-1989; Employee, New York Telephone Company/NYNEX, 1970-1989. Elected to five (5) telecommunications collective bargaining committees in the period before, during and after Bell System divestiture.

PER DIEM FEE: \$1,200

ADJOURNMENT FEE: : One day per diem for each day cancelled with fewer than five (5) business days notice.

SIGNED AND SUBMITTED BY ARBITRATOR SHERMAN ON JULY 19, 2013

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BILLING DISCLOSURE STATEMENT

ARBITRATOR'S NAME: JEFFERY M SHERMAN

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$1,200 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 _____ a prorated per diem

X no additional charge _____ other (describe)

(3) Additional comments: QUITTING TIME IS GENERALLY BETWEEN 5:00 P.M. AND 6:00 P.M., BUT THAT IS FLEXIBLE IF WE CAN FINISH REASONABLY.

B) STUDY TIME.

(1) I charge \$1,200 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 _____ hours in a calendar day:

X Not applicable (no additional charge)

_____ I charge as follows (describe):

(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

X Other (describe): APPLIES TO HEARINGS MORE THAN FIFTY (50) MILES FROM SYRACUSE, NY

(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 **\$1,200** will be charged unless I receive notice of a postponement or cancellation:

___ within ___ calendar days of the scheduled hearing date

X other (describe): WITH FIVE (5) BUSINESS DAYS OR LESS NOTICE.

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): THESE TERMS APPLY TO HEARINGS THAT TAKE PLACE WITHIN 100 MILES OF SYRACUSE, NEW YORK. THEY INCLUDE ALL CORRESPONDENCE NECESSARY FOR EACH CASE. THEY INCLUDE ONE (1) COMPLETE COPY OF EACH OPINION AND AWARD TO EACH PRINCIPAL ADVOCATE, I.E., TWO (2) COMPLETE COPIES OF EACH OPINION AND AWARD.

G) OTHER INFORMATION/COMMENTS.

SIGNED AND SUBMITTED BY ARBITRATOR SHERMAN ON JULY 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.