

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

**RESUME OF PANEL ARBITRATOR**

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FULL NAME: David Raff, Esq.

CITY, STATE, ZIP: New York, NY 10016

OCCUPATION: Arbitrator

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**EDUCATION:**

LL.M in Labor Law, New York University School of Law  
J.D. Brooklyn Law School  
A.B. Syracuse University

**PROFESSIONAL AFFILIATIONS:**

Fellow, Academy of Court Appointed Masters  
Fellow, College of Labor and Employment Lawyers  
Member, New York State Bar Association; member, Labor and Employment Law Section  
Member, American Bar Association; member, Labor and Employment Law Section  
Member, New York City Bar Association

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

National Mediation Board; NYS & CSEA Disciplinary Panel; NYS & NYSUT (Tenured Teacher Discipline); NYS Civil Service (Mental and Physical Disability). Issues include: Discrimination (Title VII, ADEA, ADA, EPA), discharge, discipline, patient abuse, back pay, contract interpretation, health and safety, pensions, lay offs, wages and benefits, successorship liability, individual employment contract disputes, non-compete clauses, and liquidated damage claims.

**MEDIATION & FACT-FINDING EXPERIENCE:**

See below. Special Master appointment orders involve a significant amount of mediation and fact finding in addition to decision making.

**OTHER RELEVANT OR EQUIVALENT EXPERIENCE:**

Federal court appointed Special Master in four complex discrimination cases in United States District Courts, three of which are currently active in the Southern District of New York: EEOC and City of NY v. Local 28, Sheet Metal Workers Int'l Assn (1975 - ); EEOC v. Local 25, Sheet Metal Workers Int'l Assn (1984 - ); EEOC v. Local 580, Ornamental Iron Workers (1988 - ); Yarborough v. Sheldon (D. Colo, 1982 - 1984). Full time faculty member teaching arbitration, mediation, and labor and employment law at New York University School of Law (1970 - 1980). Chairperson, American Arbitration Association's New York State Human Rights Arbitrator Selection and Training Committee, 1990 to 1997. Member, American Arbitration Association's National Employment Task Force on Alternative Dispute Resolution Procedures, 1996 to 2002.

**PER DIEM FEE:** \$ 3,000

**ADJOURNMENT FEE:** \$ 3,000 if not cancelled within 15 calendar days of hearing date

**SUBMITTED BY ARBITRATOR David Raff ON September 22, 2010**

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**BILLING DISCLOSURE STATEMENT**

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ARBITRATOR'S NAME: **David Raff**

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$3,000 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

a prorated per diem

no additional charge

other (describe) :

(3) Additional comments:

B) STUDY TIME.

(1) I charge \$ 3,000 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:

C) TRAVEL TIME AND EXPENSES.

(1) When travel time plus hearing time exceeds 10 hours in a calendar day:

Not applicable (no additional charge)

I charge as follows (describe): \$150 per hour

(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 \$ 3,000 will be charged unless I receive notice of a postponement or cancellation:

Within 15 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  
First 2 hours no charge, over 2 hours is \$150 per hour.

Duplication .....  Yes  No

Fax .....  Yes  No

Finance or late payment charge (describe): .....  Yes  No  
1.5% per month

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): Late adjournment requests could, based upon circumstances, result in the requesting party being responsible for the entire per diem because of the late request.

G) OTHER INFORMATION/COMMENTS:

**SUBMITTED BY ARBITRATOR David Raff ON September 22, 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.**