

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

**RESUME OF PANEL ARBITRATOR**

---

JOSEPH L. RANDAZZO

Occupation: ARBITRATOR/MEDIATOR

ALDEN, NEW YORK 14004

---

**EDUCATION:**

BA, NIAGARA UNIVERSITY, 1958  
JD, GEORGETOWN UNIVERSITY LAW CENTER, 1963  
LLM, GEORGETOWN UNIVERSITY LAW CENTER, 1966

**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators; American Bar Assn; Bar Associations of NY & VA; Assoc. of Conflict Resolution; College of Labor & Employment Lawyers; Labor and Employment Relations Assn of WNY; Labor & Employment Relations Assn., NE Ohio Chapter; Labor & Employment Relations Assn., Rochester, N.Y.

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

Arbitrability; Bargaining Unit Work; Conduct (Off Duty/Personal); Discipline (Non-Discharge); Discipline (Discharge); Effect of Procedural Violations; Discrimination; Drug/Alcohol Offenses; Insurance; Leave, Vacation, Medical Insurance; Hiring Practices; Job Performance; Overtime; Layoffs/Recall; Transfer; Management Rights; Past Practice; Promotion; Seniority; Subcontracting; Union Access to Premises; Job Classification; Assignment; Application of External Law and Employee Testing and Medical Clearance.

**MEDIATION & FACT FINDING EXPERIENCE:**

Mediator in EEOC Mediation Program

**OTHER RELEVANT OR EQUIVALENT EXPERIENCE:**

Thirty years experience in the private practice of labor and employment law, with extensive experience in the negotiation of labor agreements, and the mediation and arbitration of contractual grievances in the private and public sectors, and police and fire interest arbitration. Federal and State trial experience involving labor and employment matters, and PERB and NLRB proceedings. Listed in "Best Lawyers in America" publication for 15 years, and selected as the LERA of Western New York 1998 "Citizen of the Year." Currently an adjunct faculty member for the Cornell University School of Industrial and Labor Relations. From 1964-71, served as Attorney Advisor to NLRB in Washington, DC, and as senior trial attorney in its third Regional Office. From 1971-2001, private practice of law with Flaherty, Cohen, Grande, Randazzo & Doren P.C., and Bond, Schoeneck & King, LLP.

**PER DIEM FEE:** \$1300

**ADJOURNMENT FEE:** \$1300

**SIGNED AND SUBMITTED BY ARBITRATOR RANDAZZO ON June 10, 2013**

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

**BILLING DISCLOSURE STATEMENT**

---

ARBITRATOR'S NAME: **JOSEPH L. RANDAZZO**

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$1300 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 (In Arbitrator's discretion)

\_\_\_\_\_ no additional charge

\_\_\_\_\_ other (describe)

(3) Additional comments:

B) STUDY TIME.

(1) I charge \$1300 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): **Prorated per diem charge may be applied in Arbitrator's discretion.**

(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:

\_\_\_\_\_ There is no charge, other than for lodging and subsistence.

X I charge as follows (describe): **Reasonable and necessary expenses for subsistence, including lodging.**

(4) Additional Comments:

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of \$1300 will be charged unless I receive notice of a postponement or cancellation:

X Within 14 calendar days of the scheduled hearing date **(Not counting the scheduled Hearing date.)**

X Other (describe): **Delinquencies may be subject to an assessment of interest.**

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  
**Delinquencies may be subject to an assessment of interest.**

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): **Detailed fee and expense schedules will be forwarded to the parties immediately upon selection.**

G) OTHER INFORMATION/COMMENTS.

**SIGNED AND SUBMITTED BY ARBITRATOR RANDAZZO ON JUNE 10, 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.**