

Public Employment Relations Board
PO BOX 2074, ESP Agency Bldg. 2, Floor 20
Albany, NY 12220-0074

RESUME OF PANEL ARBITRATOR

NANCY E. HOFFMAN

ALBANY, N.Y. 12203

ARBITRATOR, HEARING OFFICER, NEUTRAL

EDUCATION:

JURIS DOCTORATE: ST. JOHN'S UNIVERSITY SCHOOL OF LAW, 1973
MASTER OF ARTS: NEW YORK UNIVERSITY GRADUATE SCHOOL OF ARTS & SCIENCES, 1968
BACHELOR OF SCIENCE: CORNELL UNIVERSITY ILR SCHOOL, 1966

PROFESSIONAL AFFILIATIONS:

AMERICAN BAR ASSOCIATION, SECTION ON DISPUTE RESOLUTION
AMERICAN BAR ASSOCIATION, SECTION ON LABOR AND EMPLOYMENT LAW
NEW YORK STATE BAR ASSOCIATION, SECTION ON LABOR AND EMPLOYMENT LAW
WOMEN'S BAR ASSOCIATION OF THE STATE OF NEW YORK, CAPITAL REGION CHAPTER
NEW YORK STATE DISPUTE RESOLUTION ASSOCIATION
COLLEGE OF LABOR AND EMPLOYMENT LAWYERS, FELLOW '96
LABOR AND EMPLOYMENT RELATIONS ASSOCIATION (LERA), CAPITAL REGION CHAPTER

ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:

PERMANENT PANELS: AMERICAN ARBITRATION ASSOCIATION LABOR ARBITRATOR PANEL;
AMERICAN ARBITRATION ASSOCIATION EDUCATION LAW 3020-a PANEL; NEW YORK STATE/CSEA TIME
AND ATTENDANCE DISCIPLINARY UMPIRE PANEL; CITY OF NEW YORK OFFICE OF COLLECTIVE
BARGAINING ARBITRATOR PANEL; SCHEINMAN INSTITUTE ON CONFLICT RESOLUTION ROSTER OF
NEUTRALS; CHAUTAUQUA COUNTY/CSEA DISCIPLINE PANEL; CHAUTAUQUA COUNTY/CSEA
CONTRACT GRIEVANCE PANEL; FEDERAL MEDIATION AND CONCILIATION SERVICES PANEL; NEW
YORK STATE LEMON LAW ARBITRATION PANEL; ALBANY CITIZENS' POLICE REVIEW BOARD
MEDIATION PANEL; INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 810/BOARD OF
MANAGERS OF THE LANGSTON CONDOMINIUM PANEL; NEW YORK STATE PUBLIC EMPLOYMENT
RELATIONS BOARD VOLUNTARY GRIEVANCE ARBITRATION PANEL; ROCHESTER CITY SCHOOL
SCHOOL DISTRICT/ROCHESTER TEACHERS ASSOCIATION ARBITRATION PANEL; BENTE/AFSCME
LOCAL 2419/ROCHESTER CITY SCHOOL DISTRICT ARBITRATION PANEL.

ISSUES: Absenteeism, Arbitrability, Discipline and Discharge, Discrimination/Harassment, Drugs/Alcohol,
Hours of Work, Job Performance and Evaluations, Leave Usage, Management Rights, Out of Title Work,
Residency Requirements, Record-Keeping, Scheduling, Tardiness, Temporary Work Assignments,
Workplace Threats.

MEDIATION & FACT-FINDING EXPERIENCE:

Negotiated collective bargaining agreements in private sector on behalf of CSEA as Employer and in public
sector on behalf of two school districts. Represented a school district in Fact-Finding.
Employer advocate in federal court-ordered mediation in employment discrimination suit. Successful
mediation in discrimination suit pending in New York State Supreme Court.

OTHER RELEVANT OR EQUIVALENT EXPERIENCE:

Plunkett & Jaffe (White Plains) Associate 1978-79, representing Boards of Education in litigation, labor relations and collective bargaining negotiations; NYSUT Office of General Counsel (NYC) 1975-1978 and 1979-1984, representing teachers and school-related personnel in employment-related litigation, in state and federal trial and appellate courts, before administrative agencies, and in arbitration; CSEA General Counsel 1989-2011, overseeing labor and employment law representation of public and private sector employees across New York State and representing CSEA as Employer in private sector collective bargaining and labor relations, before the NLRB and EEOC, in arbitration, and in state and federal courts. Held attorney positions in state government (NYS Office of Attorney General 1984-85 and Department of Social Services 1985-1988) and in local/municipal government (NYC Office of Corporation Counsel 1973-75). Extensive experience in teaching arbitration advocacy skills and labor and employment law to management and labor/employee representatives.

PER DIEM FEE: \$ 1800, plus reasonable travel expenses.

ADJOURNMENT FEE: \$ 1800, if case cancelled or postponed with less than 14 days' written notice.

SUBMITTED BY ARBITRATOR NANCY E. HOFFMAN ON DECEMBER 18, 2018

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BILLING DISCLOSURE STATEMENT

ARBITRATOR'S NAME: **NANCY E. HOFFMAN**

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 7 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 \$ **1800** 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 _____ hours in a calendar day:

Not applicable (no additional charge)

I charge as follows (describe):

(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 \$ 1800 will 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:

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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.