

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

**RESUME OF PANEL ARBITRATOR**

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FULL NAME: James A. Brown  
CITY, STATE, ZIP: Hillside, N.Y. 12529  
OCCUPATION: Arbitrator and Mediator

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**EDUCATION:**

Brooklyn Law School, J.D. (1986)  
Tufts University, B.A. (1983)

**PROFESSIONAL AFFILIATIONS:** New York State Bar Association, Labor and Employment Section; Labor and Employment Relations Association, NYC Chapter.

**ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:** American Arbitration Association (Labor Arbitration), Federal Mediation and Conciliation Service, National Mediation Board, NY PERB, NJ PERC, NJ State Board of Mediation, Pennsylvania Bureau of Mediation, NYC Office of Collective Bargaining, CUNY Blue Collar, and NYC DOE-UFT 3020-a.

Absenteeism, Arbitrability, Bargaining Unit Work, Conduct (off-duty/personal), Discipline, Discharge, Discrimination (age, disability, race, sex, religion, national origin, harassment), Drug/Alcohol, Fringe Benefits (bonus, holidays, insurance, leave, vacation), Job Performance, Job Posting/Bidding, Jurisdiction, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Preventable Accidents, Promotion, Retirement, Safety/Health, Seniority, Subcontracting, Tenure/ Reappointment, Union Security, Wages (cost-of-living, holiday, incentive pay, classification, rates, merit pay, overtime pay, severance pay, vacation pay), Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

**MEDIATION & FACT-FINDING EXPERIENCE:** S.D.N.Y Mediation Panel.

**OTHER RELEVANT OR EQUIVALENT EXPERIENCE:** Labor and employment law practice, from 1986 through 2011, included representation of both union and management interests in the private and public sectors. Participated in over 2,000 labor arbitrations and other disciplinary proceedings. Published columns, related to labor and employment law, in the New York Law Journal and the Chief-Leader. Lectured before various bar associations on labor and employment law including the New York County Lawyers Association, New York City Bar Association, and New York State Bar Association. Taught CLE courses on matters related to labor and employment law.

**PER DIEM FEE:** \$ 1,800.00.

**ADJOURNMENT FEE:** \$ 1,800.00.

**SUBMITTED BY ARBITRATOR BROWN ON MAY 16, 2019**

Public Employment Relations Board  
PO BOX 2074, ESP AGENCY BLDG 2, FLS 18 & 20  
Albany, NY 12220-0074

**BILLING DISCLOSURE STATEMENT**

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ARBITRATOR'S NAME: James A. Brown

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$1,800.00 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 \$ 1,800.00 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 7 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 \$ 1,800.00 will not be charged unless I receive notice of a postponement or cancellation:

Within 21 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:

**SUBMITTED BY ARBITRATOR BROWN ON MAY 16, 2019**

**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.**