

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

**RESUME OF PANEL ARBITRATOR**

---

FULL NAME: Richard N. Chapman  
CITY, STATE, ZIP: Rochester, New York 14618  
OCCUPATION: Arbitrator

---

**EDUCATION:**

J.D. Georgetown University Law Center  
B.A. Hamilton College

**PROFESSIONAL AFFILIATIONS:**

Panel Member: American Arbitration Association (AAA) ; NYS Public Employment Relations Board (PERB): Panel of Grievance Arbitrators, Panel of Mediators and Factfinders; Federal Mediation and Conciliation Service (FMCS) Roster of Arbitrators  
Member: New York State Bar Association, Labor and Employment Law Section: Chair 2002-2003, Executive Committee 1993-present, Delegate to House of Delegates 2008-2011, Committee on Labor Arbitration, Committee on Labor Relations Law;  
Labor and Employment Research Association (Western NY and Rochester Chapters).

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

Arbitrating labor cases since 2009: PERB, AAA, FMCS. Previously more than 30 years experience in private practice of labor law. Issues disposed of as arbitrator or advocate include: absenteeism, arbitrability, bargaining unit work, conduct, discipline (non-discharge), discipline (discharge), fringe benefits (holidays, leave, health insurance), job bidding and qualifications, layoffs, management rights, past practice, recognition and scope of unit, seniority, subcontracting, union rights, wages, work hours and schedules, working conditions.

**MEDIATION & FACT-FINDING EXPERIENCE:**

PERB Panel of Mediators and Factfinders: mediation of collective bargaining impasses; United States District Court (WDNY): as certified federal court mediator, mediation of civil cases under court's ADR Program.

**OTHER RELEVANT OR EQUIVALENT EXPERIENCE:**

Private practice of labor and employment law from 1969-2008 with Harris Beach PLLC, Rochester NY. More than 30 years extensive experience in labor relations including negotiating collective bargaining agreements in both private and public sectors, counseling regarding the settlement of grievances and the administration of grievance/arbitration procedures, and presenting the evidence and arguments in arbitration cases. As staff attorney for National Labor Relations Board, Washington, DC. (1966-1969) enforced and defended NLRB orders in Federal Circuit Courts of Appeal.

**PER DIEM FEE:** \$ 1600

**ADJOURNMENT FEE:** \$ 1600

**SUBMITTED BY ARBITRATOR Richard N. Chapman ON July 24, 2020**

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

BILLING DISCLOSURE STATEMENT

---

ARBITRATOR'S NAME: **Richard N. Chapman**

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$1600 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 \$ 1600 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): a pro-rated per diem may be charged at arbitrator's discretion for actual time over ten (10) hours combined hearing/travel time in a calendar day.

(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): reasonable and necessary expenses for lodging and subsistence. If travel time must take place on the day before or the day after the hearing, a pro-rated per diem not to exceed one half (1/2) a per diem may be charged.

(4) Additional Comments:

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of \$ 1600 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:

**SUBMITTED BY ARBITRATOR Richard N. Chapman ON July 24, 2020**

**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.**