

Public Employment Relations Board  
PO Box 2074, ESP Agency Bldg. 2, FI 18 & 20  
Albany, NY 12220-0074

**RESUME OF PANEL ARBITRATOR**

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FULL NAME: HOWARD FOSTER  
CITY, STATE, ZIP: Williamsville, NY 14221  
OCCUPATION: PROFESSOR (EMERITUS)

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**EDUCATION:**

PH.D., CORNELL UNIVERSITY, 1969  
MILR, CORNELL UNIVERSITY, 1966  
B.A., BRANDEIS UNIVERSITY, 1964

**PROFESSIONAL AFFILIATIONS:**

LERA of Western New York (past president)  
National Academy of Arbitrators

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

About 1,100 arbitration decisions (including about 25 interest) on a wide variety of issues. Also service as hearing officer in discipline cases involving tenured teachers and police officers.

**MEDIATION & FACT-FINDING EXPERIENCE:**

About 100 mediation and fact-finding assignments through PERB

**OTHER RELEVANT OR EQUIVALENT EXPERIENCE:**

Professor of Industrial Relations (retired). Taught courses in collective bargaining, labor law, and dispute resolution.

**PER DIEM FEE: \$1,800**

**ADJOURNMENT FEE: \$1,800** will be charged unless notice is received within 14 calendar days of scheduled hearing date.

**SIGNED AND SUBMITTED BY ARBITRATOR FOSTER ON DECEMBER 28, 2022**

Public Employment Relations Board  
80 Wolf Road  
Albany, NY 12205-2670

BILLING DISCLOSURE STATEMENT

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ARBITRATOR'S NAME: HOWARD FOSTER

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$1,800 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  
\_\_\_\_\_ no additional charge                      \_\_\_\_\_ other (describe)

B) STUDY TIME.

(1) I charge \$1,800 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

(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): ONLY IF OUT OF TOWN

(3) When the scheduled hearing day(s) requires an overnight stay:

X 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** 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.

**SIGNED AND SUBMITTED BY ARBITRATOR FOSTER ON DECEMBER 28, 2022**

**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.**