

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

**RESUME OF PANEL ARBITRATOR**

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FULL NAME: Robert A. Grey, Esq.

CITY, STATE, ZIP: Melville, NY 11747

OCCUPATION: Full Time Labor and Employment Arbitrator/Mediator

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**EDUCATION:**

Cornell ILR Scheinman Institute on Conflict Resolution: Certificates in Labor and Employment Arbitration and Mediation; Advanced Certificate in Workplace ADR and Conflict Management  
Rutgers University School of Management and Labor Relations and NJ PERC: Certificate in Public Sector Labor Relations. Federal Mediation and Conciliation Service (FMCS): Becoming a Labor Arbitrator, Certificate  
New York Law School, New York, NY: Juris Doctor. John Ben Snow Scholar  
Binghamton University: BA Economics, Harpur College; Adjunct in Business Management, School of Management  
International Economics Honor Society

**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators (NAA)  
National Association of Railroad Referees (NARR)  
Labor and Employment Research Association (LERA)  
Labor and Employment Sections of various Bar Associations  
Society of Federal Labor and Employee Relations Professionals (SFLERP)

Bar Admissions: New York; Washington, DC; US District Courts EDNY and SDNY; US Supreme Court

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

Full range of discipline, discharge and contract interpretation issues.  
In-person and video hearing ready, willing, able, and experienced.

Permanent Panels:

Bituminous Coal Operators' Assoc. / United Mine Workers of America  
Fairview Fire District / Greenburgh Uniform Firefighters Assoc., Local 1586, IAFF  
Governor's Office of Employee Relations / Police Benev. Assoc. of NY State  
Greenport, Village of / Civil Service Employees Assoc., Local 1000, AFSCME  
Irvington, Village of / Irvington Police Benev. Assoc.  
Mackenzie Automatic Doors, Inc. / United Brotherhood of Carpenters and Joiners  
MTA NYC Transit Authority / Transport Workers Union, Local 100  
NY City Dept. of Educ. / United Federation of Teachers, Local 2, AFT  
NY City Mandatory COVID Vaccine Exemption/Accommodation Appeals (all Unions)  
Philadelphia / Fraternal Order of Police, Police Termination Arbitration Board  
NY State Educ. Dept. / NY State United Teachers  
SEPTA / Fraternal Order of Transit Police  
US Postal Service / American Postal Workers Union  
White Plains, City of / White Plains Prof. Fire Fighters Assoc., Local 274, IAFF

Arbitration Rosters:

AAA; FMCS  
Cornell ILR National Roster of Neutrals  
Illinois State Bd. of Educ. Tenured Teacher Hearing Officer  
Illinois State Univ. Civil Svce. System Hearing Officer  
National Mediation Bd.; National Railroad Adjustment Bd.  
NJ PERC Grievance and Special Disciplinary Panels; NJ State Bd. of Mediation

NJ Tenured Teacher Arbitrator  
NY City Office of Collective Bargaining Register of Neutrals  
NY State Educ. Dept. Tenured Teacher Hearing Officer  
NY State PERB  
Pennsylvania Dept. of Labor & Industry, Bur. of Mediation  
Port Authority of NY/NJ Employment Relations Panel  
US Virgin Islands PERB Panel of Arbitrators and Mediators  
Washington State PERC Law Enforcement Arbitrator

**MEDIATION & FACT-FINDING EXPERIENCE:**

Impasse Mediator and Fact-Finder

Mediator, US Postal Service REDRESS Mediation Program: As impartial permanent mediator for more than 10 years, mediated hundreds of disputes involving labor and employment issues. Often resolved related CBA interpretation and/or disciplinary grievances and/or workplace disputes, in addition to the statutory rights claims.

Mediator, US Equal Employment Opportunity Commission  
Mediator, US Nuclear Regulatory Commission

**OTHER RELEVANT OR EQUIVALENT EXPERIENCE:**

Law enforcement officer, detective, supervisor and manager (retired)  
Certified Instructor, Division of Criminal Justice Services, Municipal Police Training Council  
Certified Interior/Exterior Firefighter  
Certified in Environmental Noise and Sound Measurement

Senior Editor, The Railway Labor Act, Fourth Ed., 2016; and 2017-2022 Annual Supplements/Updates, Bloomberg BNA  
Chapter Author, The Family Medical Leave Act, 2015 Cumulative Supp., Bloomberg BNA

Adjunct Instructor; Mentor; Cornell University ILR, Scheinman Institute on Conflict Resolution  
Mentor, Rutgers University School of Management and Labor Relations  
Mentor, NYS Bar Assoc. L&E Section Arbitrator Mentor Program  
Mentor, AAA Higginbotham Fellows Program

Panelist/Speaker at various AAA, FMCS, NAA, NARR and Bar Association L&E meetings/events

**PER DIEM FEE:** \$ 2,800

**ADJOURNMENT FEE:** \$ Full per diem(s) unless notice of cancel/postpone/adjourn/abeyance received more than 20 business days before hearing date(s).

**SUBMITTED BY ARBITRATOR Robert A. Grey, Esq. ON July 12, 2023**

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

**BILLING DISCLOSURE STATEMENT**

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ARBITRATOR'S NAME: **Robert A. Grey, Esq.**

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$2,800 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: Reserve right to charge pro rata per diem for excess hearing time.

B) STUDY TIME.

(1) I charge \$ 2,800 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): Reserve right to charge pro rata per diem for travel time in excess of three (3) hours on a hearing 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): Pro-rated travel time; and reasonable lodging and subsistence expenses.

(4) Additional Comments:

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of \$ 2,800 will be charged unless I receive notice of a postponement or cancellation:

Within calendar days of the scheduled hearing date

Other (describe): Full per diem(s) unless notice of cancel/postpone/adjourn/abeyance received more than 20 business days before hearing date(s). Pro rata per diem(s) for dedicated travel time, if any.

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  
Right reserved to charge one percent (1%) per month after 30 days; 12.68% APR.\*

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): \*Interim and final invoices note respective shares, but parties are jointly and severally liable for entire invoice amounts. Services provided more than one (1) year after selection/appointment are subject to new per diem rate, if any.

G) OTHER INFORMATION/COMMENTS: "Loser pays" cases require parties pay equal shares of all invoices, subject to my awarding reimbursement of the winner by the loser, in accord with CBA definitions. Advance payment by all required if an individual is personally responsible to pay any part of any invoice.

**SUBMITTED BY ARBITRATOR Robert A. Grey, Esq. ON July 12, 2023**

**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.**