

Public Employment Relations Board
PO Box 2074
Agency Bldg 2, Floors 18 & 20
Albany, New York 12220-0074

RESUME OF PANEL ARBITRATOR

TIMOTHY W. GORMAN

Occupation: ARBITRATOR / MEDIATOR / FACT FINDER

WAVERLY, NY

EDUCATION: B.S. Alfred University, Business Administration, 1979
M.A. State University of New York, Labor & Policy Studies-Concentration in ADR, 1999
Cornell University, School of Industrial & Labor Relations, ILR Coursework, 1980,
1990-92, 2010

PROFESSIONAL AFFILIATIONS:

New York State Public Employment Relations Board – Public and Private Sector Grievance Panel Arbitrator
New York State Public Employment Relations Board – Interest Arbitration Panel Arbitrator, Fact Finder, Mediator
American Arbitration Association – Panel Arbitrator
American Federation of Government Employees and Social Security Administration – National Panel Arbitrator
Federal Mediation and Conciliation Service – Panel Arbitrator
Pennsylvania Bureau of Mediation – Panel Arbitrator, Interest Arbitration Panel Arbitrator, Fact Finder
National Mediation Board – Panel Arbitrator
Cornell ADR Arbitration and Mediation Program – Panel Arbitrator, Mediator

ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:

Experience: Arbitrator and mediator with extensive experience in the field of labor-management relations. Panel arbitrator in labor-management disputes for the American Arbitration Association (AAA), the Federal Mediation and Conciliation Service (FMCS), the NYS Public Employment Relations Board (PERB), American Federation of Government Employees and the Social Security Administration National Arbitration Panel, Cornell University School of Industrial and Labor Relations ADR Arbitration and Mediation Program, the National Mediation Board, and the Pennsylvania Bureau of Mediation.

Issues and Grievances Disposed of: Most issues, including but not limited to: Arbitrability, absenteeism, bonus pay, contract interpretation, discipline and discharge, drug and alcohol abuse, employee accidents, employee theft, failure to obtain or maintain proper licenses, General Municipal Law (GML) 207-A, healthcare benefits, insubordination, layoffs, negligence, off-duty conduct, pensions, promotions, Police body camera process, recalls, seniority, sexual harassment, subcontracting work, unsatisfactory performance, untimely discipline, untimely remittance of benefit contributions, vacation allocation and pay, violation of work rules, wage issues, work schedules, workplace violence.

MEDIATION & FACT-FINDING EXPERIENCE:

Performed Mediation and Fact Finding of over 250 Labor-Management disputes involving collective bargaining contract negotiations, as well as discipline, discharge, and contract interpretation issues across a wide variety of industries.

OTHER RELEVANT OR EQUIVALENT EXPERIENCE:

Certified authority on the Americans with Disabilities Act and its application in unionized work places. Labor and Employment Research Association – Member and Past President

PER DIEM FEE: \$2,000

ADJOURNMENT FEE: \$2,000, fewer than 14
calendar days notice

SIGNED AND SUBMITTED BY ARBITRATOR GORMAN ON NOVEMBER 20, 2023

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BILLING DISCLOSURE STATEMENT

ARBITRATOR'S NAME: **TIMOTHY W. GORMAN**

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$2,000 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 X a prorated per diem

 no additional charge other (describe)

(3) Additional comments:

B) STUDY TIME.

(1) I charge \$2,000 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 10 hours in a calendar day:

 Not applicable (no additional charge)

 X I charge as follows (describe): **A PRORATED PER DIEM**

(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):

(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 \$2,000 will be charged unless I receive notice of a postponement or cancellation:

X BEFORE 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 X No

Duplication Yes X No

Fax Yes X No

Finance or late payment charge (describe): _____ Yes X No

Postage Yes X No

Secretarial Yes X No

Telephone Yes X 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.