

**State of New York
Public Employment Relations Board
PO BOX 2074, ESP AGENCY BLDG 2, FLS 18 & 20
Albany, NY 12220**

RESUME OF PANEL ARBITRATOR

FULL NAME: Ira Steven Cure

CITY, STATE, ZIP: Brooklyn, New York 11201

OCCUPATION: Attorney/Arbitrator

EDUCATION: BA SUNY Binghamton, 1975; MS Labor Studies, University of Massachusetts 1977;
JD Brooklyn Law School 1983

PROFESSIONAL AFFILIATIONS: Member of the National Academy of Arbitrators 2016; Chair Region 2 of the National Academy of Arbitrators; Member of the New York Bar 1984; Member of the New Jersey Bar 1989; New Jersey Bar Association Labor and Employment Committee, New York State Bar Association Labor and Employment Section; New York LERA, New York Labor and Employment Relations Association; New Jersey Labor and Employment Relations Association.

ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:

Full time Arbitrator and Mediator in both public and private sector cases. Resolution of disputes arising under collective bargaining agreements, and individual employment contracts. Member of the following panels: New York State Public Employment Relations Board (Public and Private Sectors); New Jersey Public Employment Relations Commission (Interest Arbitration Panel and Grievance Panel); FMCS; AAA's Labor Panel; AAA's Employment Panel; New York City Office of Collective Bargaining Arbitration Panel; New Jersey State Mediation Board; National Mediation Board's Roster of Arbitrators; the FINRA panel; UPS and IBT Local 177 Discipline Panel; and Verizon New Jersey and IBEW Local 827. Public sector cases include experience with a number of bargaining units including those working in: public transportation, fire, police and public safety, education, supervisory units and town blue collar employees. Private sector experience includes bargaining units in the following industries: entertainment, construction, public utilities, garment, insurance, finance, trucking, manufacturing, building services, health and others.

Issues include: interest arbitration, application and interpretation of contracts, discharge and discipline, arbitrability, bargaining unit work, benefits, compensation, contracting out, insubordination, job performance, jurisdiction, management rights, off-duty conduct, sexual harassment, seniority, theft, time and leave issues, workplace threats and violence, and working conditions.

MEDIATION & FACT-FINDING EXPERIENCE: Member of the New Jersey Public Employment Relations Commission's Interest Arbitration Panel. Mediated a number of collective bargaining agreements in both the public and private sectors.

OTHER RELEVANT OR EQUIVALENT EXPERIENCE: Prior to becoming a full-time arbitrator: Senior Counsel, Writers Guild of America, East, (2008-2010); Counsel Broach & Stulberg, LLP (2005-2008); Member of Kennedy Schwartz & Cure, PC (1995-2005); Member & Associate of Lewis Greenwald Kennedy Lewis Clifton & Schwartz, PC (1984-1995). Extensive experience in all aspects of labor and employment law.

Adjunct Professor, St. John's University School of Law, taught class entitled: "Labor and Employment Arbitration", Spring 2012 and Fall 2014.

Panelist, New Jersey LERA, Member v. Member, March 2, 2020.

Moderator, National Academy of Arbitrators May 2019 Conference, Wage and Hour Disputes: What Arbitrators and Mediators Need to Know, May 29, 2019

Panelist, New Jersey Public Employment Relations Commission *Arbitration Symposium - Issues in Disciplinary Terminations*, October 16, 2015.

Moderator, Brooklyn Bar Association Panel, "Court Mandated Mediation", March 31, 2014.

Faculty Member, United States District Court, SDNY program "Employment Law Training for Mediators", February 27, 2014.

Panelist, American Arbitration Association program "Introduction to Labor Arbitration Advocacy", October 3, 2012.

Panelist, Association of the Bar City of New York: "The National Labor Relations Act: Recent Developments & Issues before the NLRB", March 2011.

Panelist at Brooklyn Law School's Entertainment and Sports Law Society "Developments in Entertainment Law",

November 2009 *Panelist* at Cardozo Law School's program entitled "Strike Up the Band; When Entertainment Unions Go on Strike", *February 2009* *Moderator* of Panel at the Association of the Bar of the City of New York

entitled: "Ethics in Labor & Employment Law; Issues for Attorneys and Arbitrators"; presented paper "Labor Arbitration v. Employment Arbitration", *June 2006* *Co-author*, *Employment Law Handbook for Non-Lawyers*,

Association of the Bar of the City of New York, *August 2006*

PER DIEM FEE: \$ 2400.00 per day

ADJOURNMENT FEE: \$ 2400.00 Full per diem for postponement or cancellation within twenty-one (21) days of the hearing.

SUBMITTED BY ARBITRATOR CURE ON DECEMBER 20, 2023

BILLING DISCLOSURE STATEMENT

ARBITRATOR'S NAME: **Ira Steven Cure**

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$ 2400 for each day or any part thereof spent hearing a case.

(2) If a hearing day exceeds _____ hours, I charge:

no additional charge

other (describe) :

(3) Additional comments:

B) STUDY TIME.

(1) I charge \$ 2400 for each day spent in preparation of the opinion and award.

(2) This charge will be prorated for partial days devoted to such preparation after the initial day of study time.

(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)

(2) I charge for actual, travel-related expenses incurred in connection with the case YES if outside the New York Metropolitan area.

Where appropriate, a mileage charge for auto travel will be billed at:

Prevailing IRS rate

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

There is no charge, other than for lodging and subsistence.

(4) Additional Comments:

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of \$ 2400 will be charged unless I receive notice of a postponement or cancellation:

BEFORE 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): | No |
| Duplication | No |
| Fax | No |
| Finance or late payment charge (describe): | No |
| Postage | No |
| Secretarial | No |
| Telephone | 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 CURE ON DECEMBER 20, 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.