

**State of Nevada  
Employee-Management Relations Board**

**PAUL J. CAFFERA**

**Email:** [pcaffera@frontiernet.net](mailto:pcaffera@frontiernet.net)

**Present Occupation:** Full-time practice of arbitration and mediation since 1993. (Arbitrator bears the cost of traveling to Nevada for EMRB matters.)

**First Business Address:**

10 Grimsby Gate  
Fairport, NY 14450-3217  
Telephone: (585) 223-7636  
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**Second Business Address:**

508 Surf Avenue  
Beachwood, NJ 08722  
Telephone: (732) 644-6287

**Professional Affiliations:**

Association for Conflict Resolution

Labor and Employment Relations Association

**Education:**

MS	Management	Central Michigan University
BS	Life Science	Kansas State University
BA	History	Excelsior College

**Certifications:**

Mediator      New York State Office of Court Administration

**Arbitration/Labor Relations Experience:**

**1992-present:** Arbitrator and mediator. Arbitrate and mediate labor, employment, commercial, and construction cases for AAA, FMCS, U.S. Postal Service, and a variety of state government and private panels nationwide (see selected industries, issues, and panels below). **Previously:** Assistant Director of Labor Relations for the New Jersey School Boards Association, responsible for assisting in the negotiation and administration of over 900 contracts involving 580 public school districts. Trained management in labor law, collective bargaining, and contract administration. Published and edited several books concerning collective bargaining, and wrote journal and newsletter articles concerning collective bargaining and contract administration.

**Industries:**

(Selected) Aerospace/NASA, airfreight, attorneys – public sector, banking, convention and tourism, construction, corrections, dairy, education, firefighting and emergency medical service, food service, foundry, government contractors, highway workers, higher education, hospitals and health care, information technology/computers, iron workers, machine tools, manufacturing, mental hygiene, milling, museums, nuclear, nursing homes, office workers, optics, packaging, police, office workers/ clerical, parking, postal service, printing and publishing, public health, public works, rehabilitation facilities, retail, rubber and plastics, security service, social service, steel supply, transportation, treasury employees, TV, water supply and treatment.

**Issues:**

(Selected) Absenteeism, ADA, age discrimination, arbitrability, bargaining unit work, benefits, compensation, computer abuse, contract interpretation, demotion, disability leave abuse, discharge and discipline, drug & alcohol offenses, employee theft, firearms, First Amendment/free speech (within the public sector), job posting/bidding, harassment, holiday pay, insubordination, job performance, just cause, leaves, licensure, management rights, minimum manning, off-duty conduct, on-call/reporting status, overtime, past practices, patient abuse, promotion, seniority, sex discrimination, staffing levels, student assault and endangerment, teacher nonrenewal and discipline, tenure/reappointment, transfers and reassignments, retirement benefits, union steward rights, vacation, wages, video surveillance, work hours/assignments, violence & threats.

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### **Permanent Panels:**

(Selected) New York Department of Education 3020-A (teacher discipline panel); State of Nebraska and Nebraska Assn. of Public Employees (AFSCME Local 61); Rochester (NY) City School District and BENTE.

### **Arbitration Rosters:**

AAA, D.C. PERB, FMCS, Kansas PERB, Mass. Division of Labor Relations, Montana Bd. of Pers. Appeals, NMB, NJ Bd. of Med, NJ PERC, NY Emp. Rels. Board, NY PERB, U.S. Virgin Islands PERB.

### **Published Cases:**

111 LA 357 (1999); 110 LA 129 (1998)

### **Significant Publications:**

Analysis of Teachers' Contracts in New Jersey

The Negotiations Data Sourcebook

### **Fees:**

**Per Diem Fee:** \$1,000.00

**Docketing Fee:** None

**Cancellation Fee:** (See below)

**Grievance Arbitration:** The fee is \$1,000.00 per day for hearing, and for opinion/award research and preparation. A hearing day is any portion of a day up to eight hours. When hearing exceeds eight hours or hearing plus same-day travel time exceeds ten hours, the arbitrator charges an additional 1/2 per diem fee. After ten hours of hearing or when hearing plus same-day travel exceeds 12 hours, the arbitrator charges an additional full-per diem fee. Arbitrator prorates time spent on research and award preparation at \$125/hr.

**Cancellation Policy:** Arbitrator charges a per diem fee for each scheduled day of hearing that is cancelled or postponed with less than the following notice: a minimum of thirty (30) calendar days.

**Interest Arbitration, Fact-finding, and Labor Mediation:** Arbitrator charges \$1,200 per day for up to eight hours. When matter exceeds eight hours matter plus same-day travel time exceeds ten hours, the arbitrator charges an additional 1/2 per diem fee; after 10 hours, or when matter plus same-day travel exceeds 12 hours, the arbitrator charges an additional full-per diem fee. Arbitrator pro rates time for research and preparation related to these non-grievance arbitration matters at \$125.00/hour.

**Travel Time:** Arbitrator bears the cost of traveling to Las Vegas but charges 1/2 -day per diem traveling to and from Nevada. Once in Las Vegas, the Arbitrator charges 1/2 per diem fee for up to four hours of travel before or after a hearing date. After four hours, arbitrator charges full per diem fee.

**Expenses:** Arbitrator charges actual cost of travel connected with a hearing once in Nevada, including car rental and fuel, food, lodging, tolls, and other reasonable expenses, as well as any airline or hotel change/cancellation fees for matters postponed or cancelled with less than thirty (30) calendar days notice.