

PAUL J. CAFFERA

New York Office

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New Jersey Office

508 Surf Avenue
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- Business:** Full-time practice of Arbitration and Mediation since 1993.
- Industries:** (Selected) Aerospace, airfreight, banking, convention and tourism, construction, education, firefighting, food service, highway workers, higher education, hospitals and health care, iron workers, machine tools, manufacturing, mental hygiene museums, nursing homes, office workers, packaging, police, office workers, postal service, prisons, printing, public works, rehabilitation facilities, retail, rubber and plastics, security service, social service, treasury employees, water treatment.
- Issues:** (Selected) Absenteeism, ADA, age discrimination, arbitrability, bargaining unit work, benefits, compensation, contract interpretation, demotion, discharge and discipline, drug & alcohol offenses, employee theft, firearms, First Amendment/free speech, job posting/bidding, harassment, holiday pay, job performance, leaves, management rights, 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, transfers and reassignments, transfers and reassignments, retirement benefits, union steward rights, vacation, wages, work hours/assignments, violence & threats.
- Work History:** Self-employed arbitrator/mediator (93-pres). Formerly: assistant director of labor relations for the N.J. School Boards Association; employment manager for Newark (NY)- Wayne Hospital and Nursing Home, and; laboratory supervisor for Rhone-Poulenc, Specialty Plastics Division. Author of several publications on negotiations. Lectured on labor contract analysis and writing, negotiations and impasse, contract administration, economic analysis, sexual harassment, and related issues.
- Education:** MS (Management) Central Michigan University; BS (Life Science) Kansas State University; BA (History) Excelsior College.
- Training:** (Selected) AAA basic and advanced arbitrator development programs, Rutgers University, IMLR public-sector labor certificate program.
- Memberships:** AAA, LERA (formerly IRRA), Association for Conflict Resolution
- Panels:** (Selected) AAA, D.C. PERB, FMCS, Kansas PERB, Mass. Division of Labor Relations (Formerly: Board of Conciliation and Arbitration), Montana Board of Personnel Appeals, National Mediation Board, Nevada EMRB, NJ Board of Mediation, NJ PERC, NY 3020-a Teacher Discipline Panel, NY Employment Relations Board, Rhode Island Labor Relations Board, U.S. Virgin Islands PERB.
- Perm. Panels:** (Selected) State of Nebraska and Nebraska Association of Public Employees; U.S. Postal Service and NPMHU; Rochester City School District and BENTE.
- Per Diem:** Per Diem fee of \$1,200, plus expenses. Per diem cancellation fee for each reserved day of hearing cancelled or postponed with fewer than 30-days notice.