**ROBERT KINGSLEY (Kayo) HULL**
**100 Main Street, Suite 101**
**Penn Yan, New York 14527**
**Telephone and Fax: (888) 536-9820**

**OCCUPATION:** Labor Arbitrator and Mediator

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**
**1992-present:** Arbitrated labor and employment disputes in the private and public sectors on a wide range of issues. Listed on all major national panels, and state panels in New York, New Jersey, and Pennsylvania. Taught Arbitration Practice as Adjunct Professor of Law at Cornell three times since 2000. Have also served as mediator or fact-finder in many public sector impasses for the NYS Public Employment Relations Board. **1986-1991:** public administration at the executive level [county treasurer, 1986-89; mayor of county seat, 1987-91]. **1982-1985:** entrepreneurial business. **1978-1981:** corporate law practice [Sullivan & Cromwell, N.Y.C.].

**ISSUES:**
Absenteeism; arbitrability; bargaining unit work; conduct (off-duty/personal); demotion; discipline (non-discharge); discipline (discharge); discrimination (race); drug/alcohol offenses; fringe benefits (holidays; insurance; leave); grievance mediation; health/hospitalization; hiring practices; job performance; job posting/bidding; layoffs/bumping/recall; management rights; past practices; promotion; safety/health conditions; seniority; sexual harassment; subcontracting/contracting out; wages (holiday pay; overtime pay; vacation pay); work hours/schedules/assignments; working conditions/work orders; violence or threats.

**PERMANENT PANELS:**
Bridgestone/Firestone and United Steelworkers of America Local 1133
City of Elmira (N.Y.) and Elmira Police Benevolent Association
New York State and Civil Service Employees Association Local 1000
Niagara Frontier Transportation Authority (N.Y.) and Amalgamated Transit Union Local 1342
Wayne County (N.Y.) and C.S.E.A. Local 859

**EDUCATION:**
B.A., 1972 Columbia College
J.D., 1975, Harvard Law School
Masters in Law, 1977, Columbia
Masters in International Affairs, 1978, Columbia

**CERTIFICATIONS:**
Admitted to practice law in New York (1976) and the District of Columbia (1977)

**SIGNIFICANT PUBLICATION:**
Co-author and chapter editor, Chapter 9, "Off-Duty Conduct," in Discipline and Discharge in Arbitration (Brand, ed.; BNA, 1998)

**FEES (Hearing, Study, Writing): $1,200 per diem; $1600 per day outside upstate NY. No cancellation fee before hearing date. $300 docketing fee charged in all cases where no award is issued. No travel time unless over 4 hours.**

**02/11**