

## TIMOTHY W. GORMAN

**Email:** [Tgorman174@aol.com](mailto:Tgorman174@aol.com)

**Present Occupation:** Arbitrator / Mediator / Fact Finder

**First Business Address:**

174 Talmadge Hill Road West  
Waverly, NY 14892  
Cell: (607) 738-6758  
Phone: (607) 565-7063  
Fax: (607) 738-6758

**PROFESSIONAL AFFILIATIONS:**

American Arbitration Association  
New York State Public Employment Relations Board  
Federal Mediation and Conciliation Service  
Am. Federation on Gov. Employees / SSA National Panel  
New York State Employment Relations Board  
Pennsylvania Bureau of Mediation  
National Mediation Board  
Cornell University Labor Arbitration and Mediation Roster  
Labor and Employment Research Assoc.  
(LERA) - President 2007-2008  
Association for Conflict Resolution

**EDUCATION:**

M.A. Labor and Policy Studies  
(Concentration in Arbitration / Mediation)  
Industrial and Labor Relations Coursework  
B.S. Business Administration  
State University of New York, 1999  
Cornell University, 1980, 1990-1992, 2010  
Alfred University, 1979

**ARBITRATION / LABOR RELATIONS EXPERIENCE:**

**1999–Present:** Arbitrator and Mediator. Arbitrate union and management disputes for the American Arbitration Association (AAA), Federal Mediation and Conciliation Service (FMCS), the New York State Public Employment Relations Board (NYS PERB), Pennsylvania Bureau of Mediation Labor Board, Cornell University ADR Panel, American Federation of Government Employees / Social Security Administration National Panel, National Mediation Board. Also perform grievance and contract mediation, interest arbitration and fact finding. Certified authority on the American with Disabilities Act and its application in unionized work places.

**INDUSTRIES:**

Bakery; beverage; building products; cement; construction; entertainment/arts; food (manufacturing/processing/service); health care; hotels/motels/casinos; hospital/nursing home; packaging; restaurants; stone/quarry; transportation; trucking and storage; utilities.

**ISSUES:**

Absenteeism; arbitrability; bargaining unit work; discipline (non-discharge); discipline (discharge); insurance; grievance mediation; General Municipal Law (GML) 207-A; health/hospitalization; layoffs/bumping/recall; management rights; past practices; police body worn Camera process; subcontracting/contracting out; union security; working conditions/work orders; violence or threats.

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**ARBITRATION ROSTERS:**

American Arbitration Association (AAA) – Panel Arbitrator  
Federal Mediation and Conciliation Service (FMCS) – Panel Arbitrator  
New York State Public Employment Relations Board (NYS PERB) – Grievance Panel Arbitrator  
New York State Public Employment Relations Board (NYS PERB) – Interest Arbitration Panel Arbitrator  
New York State Public Employment Relations Board (NYS PERB) – Mediator, Fact Finder  
American Federation on Gov. Employees / Social Security Admin. – National Panel Arbitrator  
National Mediation Board (NMB) – Panel Arbitrator  
Cornell University Labor Arbitration and Mediation Program – Panel Arbitrator, Mediator  
New York State Employment Relations Board – Panel Arbitrator  
Pennsylvania State Department of Labor and Industry, Bureau of Mediation – Panel Arbitrator,  
Pennsylvania State Department of Labor and Industry, Bureau of Mediation –Interest Arbitration roster

**FEES:**

**PER DIEM FEE:** \$1,800 (see details below)    **CANCELLATION FEE:** \$1,800.00 (see details below)

**Arbitration:** The \$1,800.00 per day fee is for any portion of a day up to seven (7) hours. Preparation, research, opinion and award writing are also charged at \$1,800.00 per day.

**Mediation:** Charged at \$1,800.00 per day, for up to a six (6) hour day. Research and preparation time is included in the per diem fee.

**Cancellation Policy:** If a scheduled hearing (arbitration or mediation) is postponed or cancelled with less fourteen (14) calendar days' notice, the \$1,800.00 per diem fee will be charged.

**Expenses:** Charged at the actual cost of reasonable expenses (airfare, car rental, food etc.). Automobile mileage is charged at the current IRS expense rate.

**Detailed fee schedule will be forwarded to parties immediately upon selection.**