



State of New Jersey  
Board of Mediation

## Resume of Panel Arbitrator

**Name** Paul Caffera

**Business Email** pcaffera@protonmail.com

**City** Beachwood

**State** NJ

**ZIP** 08722

### Arbitration Experience

(Selected Industries ) Aerospace/NASA, airfreight, attorneys – public sector, banking, building services, convention and tourism, construction, 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, museums, nursing homes, office workers, optics, packaging, police, office workers/ clerical, parking, postal service, prisons and jails, printing and publishing, public health, public works, rehabilitation facilities, retail, rubber and plastics, security service, social service, steel supply, transportation, treasury employees, water supply and treatment.

(Selected Issues) Absenteeism, ADA, age discrimination, arbitrability, bargaining unit work, benefits, compensation, computer abuse, contract interpretation, demotion, disability leave abuse, discharge and discipline, drug and 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 and threats.

### Mediation Experience

Mediated scores of employment and labor disputes since 1993.

### Labor Relations or Labor Management Experience

Previously served as 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.

### Other Relevant or Equivalent Experience

### Area or Industries of Special Interest

Corrections and law enforcement, manufacturing, education.

### Education

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

### Professional Affiliation/Association (Include Any Panel Membership)

Association for Conflict Resolution, Labor and Employment Relations Association

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; Rochester City School District and Rochester Teachers Association; Erie Community College (NY) and Faculty Federation of Erie Community College .

Arbitration Rosters: (Selected) AAA, D.C. PERB, FMCS, Kansas PERB, Mass. Division of Labor Relations, Montana Bd. of Pers. Appeals, NMB, Nevada EMRB, New Jersey PERC, NY Employee Relations Board, NY PERB, U.S. Virgin Islands PERB.

### Notes

**Per Diem Fees: \$ 1650**

### Cancellation Notice

14 Calendar Days or Parties are Liable for Full Fee for the Cancelled or Postponed Day