1 AMERICAN ARBITRATION ASSOCIATION _____X 2 In the Matter of the Arbitration of 3 SUPERIOR OFFICERS BENEVOLENT ASSOCIATION (Union), 4 -and-Case No.: 01-18-0003-1613 5 б TRIBOROUGH BRIDGE AND TUNNEL AUTHORITY, GRIEVANCE: Improper Requirement to see Authority Doctor (Sgt. 7 Thomas Ragusa), -----X 8 9 10 DATE: May 1, 2019 11 TIME: 12:44 P.M. 12 13 14 ARBITRATION in the above-entitled matter, held at the offices of American Arbitration Association, 120 15 16 Broadway, 21st Floor, Manhattan Room, New York, New York 17 10271, transcribed by Joshua Zelcer, a Notary Public of the 18 State of New York, held before Howard C. Edelman, Arbitrator. 19 20 21 22 23 24 25

1 APPEARANCES: 2 3 HOWARD C. EDELMAN ADR, INC. ARBITRATOR 4 1175 York Avenue, PHA-8 New York, New York 10065 5 HCEARB@GMAIL.COM б DAVIS & FERBER, LLP 7 Attorneys for the Union 1345 Motor Parkway Islandia, New York 11749 8 BY: ALEX J. KAMINSKI, ESQ. 9 AKAMISKI@DAVISFERBER.COM 10 MTA TRIBOROUGH BRIDGE AND TUNNELS 11 Attorneys for the Employer Robert Moses Building 12 Randall's Island New York, New York 10035 13 BY: ALEXANDRIA JEAN-PIERRE, ESQ. - and -14 VICTOR MUALLEM, ESQ. 15 ALSO PRESENT: 16 FOR THE UNION: 17 CHRISTINA LAMPROPOULOS 18 President 19 DENNIS LONERGAN Vice President 20 MIKE ALBANO 21 Sergeant 22 MATTHEW DANDREA Recording Secretary 23 THOMAS RAGUSA 24 Treasurer

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A P P E A R A N C E S: (Continued) ALSO PRESENT: FOR THE EMPLOYER: JAMES FORTUNATO Retired Executive VP and Chief of Operations б CAPTAIN CHRISTOPHE CORADIN Captain of the Central Operations Division EDWIN KING Inspector * * *

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1		EXHIBITS	
2			
3	UNION	EXHIBITS	
4	NUMBER	EXHIBIT	PAGE
5	(None)		
б			
7	EMPLOYER	EXHIBITS	
8	NUMBER	EXHIBIT	PAGE
9	(None)		
10			
11	JOINT	EXHIBITS	
12	NUMBER	EXHIBIT	PAGE
13	1	Contract	8
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1	THE ARBITRATOR: Good afternoon. This is
2	the proceeding pursuant to the rules of the
3	American Arbitration Association Association,
4	AA Case No. 01-18-0003-1613, in the matter of
5	the Triborough Bridge and Tunnel Authority and
6	the Triborough Bridge and Tunnel Authority
7	Superior Officers Benevolent Association.
8	My name is Howard Edelman, the arbitrator
9	designated to hear and decide this dispute.
10	I would like to ask Counsel to introduce
11	themselves for the Authority.
12	MS. JEAN-PIERRE: For the TBTA, Alexandria
13	Jean-Pierre.
14	MR. MUALLEM: And Victor Muallem, spelled
15	M-U-A-L-L-E-M.
16	THE ARBITRATOR: For the SOBA?
17	MS. JEAN-PIERRE: Alex Kaminski, from
18	Davis & Ferber. Last name is K-A-M-I-N-S-K-I.
19	THE ARBITRATOR: It's my understanding
20	that the parties have reached an agreement with
21	respect to a stipulation of some facts and I
22	don't care, you know, who reads it into the
23	record, with the understanding that opposing
24	Counsel has the right to make any corrections
25	that may be necessary.

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1	MR. KAMINSKI: I'm happy to read them into
2	the record, so if you want to correct me just
3	stop me.
4	MS. JEAN-PIERRE: The only thing is with
5	respect to number four, we are not agreeing to
6	that one. The others are fine, but there were
7	dispute to the language.
8	MR. KAMINSKI: Okay. I'll read it in.
9	MR. MUALLEM: We had suggested language,
10	you had said that's not acceptable, so we were
11	not stipulating.
12	THE ARBITRATOR: Okay.
13	MR. KAMINSKI: The first stipulation
14	agreed to is that the 2017 leave year ran from
15	March 1, 2017, through February 28, 2018.
16	THE ARBITRATOR: Continue.
17	MR. KAMINSKI: The second stipulation is
18	that the 2018 leave year ran from March 1,
19	2018, through February 28, 2019.
20	The third stipulation is that Sgt. Tom
21	Ragusa used less than seven sick days in the
22	2017 leave year.
23	THE ARBITRATOR: Okay.
24	MR. KAMINSKI: And there's one more.
25	And the last stipulation is that on

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1	March 8, 2018, the sorry; withdrawn.
2	The fourth stipulation, the last
3	stipulation is that the March 8, 2018, absence
4	was Mr. Ragusa's third occurrence, first day in
5	the 12-month roll in year and the March 9th,
б	2018, absence was Mr. Ragusa's third
7	occurrence, second day, in the 12-month roll in
8	year.
9	THE ARBITRATOR: Does the Authority agree
10	with the stipulation as proposed by
11	Mr. Kaminski?
12	MS. JEAN-PIERRE: Yes.
13	THE ARBITRATOR: Thank you.
14	Are there any Joint Exhibits the parties
15	which to produce at this time?
16	MR. KAMINSKI: Yes.
17	You guys have the contract?
18	MS. JEAN-PIERRE: Yes. I didn't finish
19	reviewing it, but subject to assurance and
20	accuracy.
21	THE ARBITRATOR: That's fine.
22	MR. KAMINSKI: The contract I think is
23	going to be Joint 1.
24	THE ARBITRATOR: Okay.
25	MR. KAMINSKI: I wrote J one on

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1	top (handing).
2	THE ARBITRATOR: Thank you.
3	(Whereupon, a contract was marked as Joint
4	Exhibit 1 for identification as of this date by
5	the Reporter.)
б	THE ARBITRATOR: Any other exhibits?
7	MR. KAMINSKI: Yes. About six or seven.
8	THE ARBITRATOR: Go ahead.
9	MR. KAMINSKI: The second exhibit is the
10	grievance packet. The grievance packet
11	contains the original grievance files, the
12	denial of that grievance, the request to
13	advance that grievance to the third step, the
14	third step answer, and the union's demand for
15	arbitration.
16	THE ARBITRATOR: That's Joint 2?
17	MR. KAMINSKI: That's Joint 2. Here's a
18	copy for you (handing).
19	(Whereupon, a Grievance Packet was marked
20	as Joint Exhibit 2 for identification as of
21	this date by the Reporter.)
22	THE ARBITRATOR: Continue please.
23	MR. KAMINSKI: Okay. Joint 3 is a
24	stipulation of settlement on PERB Case No.
25	21675, dated June 20, 2000 (handing).

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1	THE ARBITRATOR: Thank you.
2	(Whereupon, Stipulation of Settlement was
3	marked as Joint Exhibit Exhibit 3 for
4	identification as of this date by the
5	Reporter.)
6	MR. MUALLEM: For the record,
7	Mr. Kaminski, is there a U in front of the
8	number?
9	MR. KAMINSKI: Yes.
10	THE ARBITRATOR: Yes, it's U-21675; that's
11	correct.
12	MR. MUALLEM: Thank you.
13	MR. KAMINSKI: Joint 4 is a reference
14	number 99-019 memorandum, dated October 28,
15	1999 (handing).
16	Joint 5 is a memorandum dated December 14,
17	2017, titled 2018 holiday schedule (handing).
18	Joint 6 is a copy of the sorry; I want
19	to clarify.
20	Joint 5 I think I misspoke and said
21	December, 2014. It's December 14, 2017.
22	THE ARBITRATOR: That's what I have.
23	MR. MUALLEM: I have what you stated.
24	MR. KAMINSKI: Joint 6 is going to be a
25	copy of the Triborough Bridge and Tunnel

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1	Authority's rules and regulations, states as in
2	effect June 1, 1970, (handing).
3	And Joint 7 - I believe the Authority has
4	a copy for the arbitrator - it is a memorandum
5	dated March 6, 2018, titled B&T Advisory
6	Reminder Operational Procedures Attendance
7	During Emergencies.
8	MS. JEAN-PIERRE: Yes. And I do have a
9	copy.
10	THE ARBITRATOR: Thank you.
11	MS. JEAN-PIERRE: And I will provide this
12	to you (handing).
13	MR. KAMINSKI: The second page of that
14	document encloses a memorandum dated
15	January 27, 2014.
16	THE ARBITRATOR: Okay. Thank you.
17	(Whereupon, a Memorandum was marked as
18	Joint Exhibit 4 for identification as of this
19	date by the Reporter.)
20	(Whereupon, a Holiday Schedule was marked
21	as Joint Exhibit 5 for identification as of
22	this date by the Reporter.)
23	(Whereupon, TBTA Rules and Regulations was
24	marked as Joint Exhibit 6 for identification as
25	of this date by the Reporter.)

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1	(Whereupon, a B&T Advisory Reminder was
2	marked as Joint Exhibit 7 for identification as
3	of this date by the Reporter.)
4	THE ARBITRATOR: No other Joint Exhibits
5	at this time?
6	(Mr. Kaminski indicating.)
7	THE ARBITRATOR: You have to say no.
8	MR. KAMINSKI: Does the Authority have an
9	objection this exhibit?
10	THE ARBITRATOR: Off.
11	(Whereupon, an off-the-record discussion
12	was held.)
13	THE ARBITRATOR: Ms. Jean-Pierre, do you
14	agree with those proposed Joint Exhibits as
15	offered by Mr. Kaminski?
16	MS. JEAN-PIERRE: Yes.
17	THE ARBITRATOR: Thank you.
18	Can the parties stipulate to an issue?
19	Mr. Kaminski, as the ruling party do you wish
20	to propose one?
21	MR. KAMINSKI: I do.
22	THE ARBITRATOR: Go ahead, sir.
23	MR. KAMINSKI: Did the Authority violate
24	the agreement between the parties, including
25	but not limited to, the June 20, 2000,

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1	stipulation of settlement when they required
2	Sgt. Thomas Ragusa to see the Authority's
3	doctor while he was out sick on March 8th to
4	9th of 2019 [sic]?
5	THE ARBITRATOR: Ms. Jean-Pierre?
6	MS. JEAN-PIERRE: Can I hear that one more
7	time?
8	THE ARBITRATOR: Sure.
9	MR. KAMINSKI: Did the Authority violate
10	the agreement between the parties, including
11	but not limited to, the June 20, 2000,
12	stipulation the settlement when they required
13	Sgt. Thomas Ragusa to see the Authority's
14	doctor while he was out sick on March 8th to
15	9th of 2019 [sic]?
16	THE ARBITRATOR: Excuse me; you said
17	off the record.
18	(Whereupon, an off-the-record discussion
19	was held.)
20	THE ARBITRATOR: Change '19 to '18.
21	MS. JEAN-PIERRE: Can I have the last part
22	again?
23	MR. KAMINSKI: While he was out sick March
24	8th to 9th of 2018.
25	THE ARBITRATOR: If so, what should be the

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1	remedy?
2	MR. KAMINSKI: Yes; if so what should be
3	the remedy?
4	THE ARBITRATOR: Thank you.
5	MR. MUALLEM: It's just factually
6	inaccurate.
7	THE ARBITRATOR: In that?
8	MR. MUALLEM: It you see it in that my
9	understanding is that it's only when he is
10	letting us know that he is ready to return to
11	work that he is then required to see the
12	Authority doctor, before returning to work.
13	Is that not your understanding?
14	MR. KAMINSKI: My understanding is that
15	when he called in sick he was told he had to go
16	to the doctor.
17	MR. MUALLEM: He was told he would have to
18	go the Authority doctor before returning to
19	work?
20	THE ARBITRATOR: Well, we can say it this
21	way. Let me propose this and see if this
22	works.
23	When he was modifying the last part of
24	the issue; when he was required to appear
25	before an Authority doctor as a result of being

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1	out sick on March 8th and 9th, 2018.
2	MR. MUALLEM: Um
3	THE ARBITRATOR: Off.
4	(Whereupon, an off-the-record discussion
5	was held.)
б	THE ARBITRATOR: On.
7	MS. JEAN-PIERRE: Can I have a moment?
8	THE ARBITRATOR: You may. Off.
9	(Whereupon, an off-the-record discussion
10	was held.)
11	(Whereupon, a short recess was taken.)
12	THE ARBITRATOR: Back on.
13	Ms. Jean-Pierre?
14	MS. JEAN-PIERRE: Yes. I do have
15	additional language that I would like to
16	include to
17	THE ARBITRATOR: Go ahead.
18	MS. JEAN-PIERRE: what's already been
19	proposed. So after when he was out sick on
20	March 8th through 9th of 2018.
21	THE ARBITRATOR: Right.
22	MS. JEAN-PIERRE: I would propose, when
23	the attendance during the emergency policy was
24	in full force and effect based on a snow
25	emergency.

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1	THE ARBITRATOR: When the attendance, go
2	ahead.
3	MS. JEAN-PIERRE: The attendance during an
4	emergency policy was in full force and effect
5	based on a snow emergency.
6	THE ARBITRATOR: Mr. Kaminski?
7	MR. KAMINSKI: The only problem is it's
8	factually incorrect, there wasn't no snow
9	emergency during the entire time. There was a
10	snow emergency for part of the day on
11	March 8th, that's it.
12	THE ARBITRATOR: Was it lifted?
13	MS. JEAN-PIERRE: No.
14	MR. MUALLEM: Not by us. This was the
15	operational period of the attendance during an
16	emergencies policy based on the snow emergency.
17	If I can say that the, you know, the
18	forecast was for no further snow, I don't
19	understand what you mean by not a snow
20	emergency.
21	MR. KAMINSKI: I think the Authority's
22	THE ARBITRATOR: One second. Go ahead.
23	MR. KAMINSKI: I think the Authority's
24	argument as to why they were allowed to do what
25	they did is because it was a snow emergency. I

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1 don't think that's part of the -- a necessary 2 part of the issue that's evidence to bring to 3 light.

THE ARBITRATOR: What if we say this. 4 5 This is the last time I'm going to make an б attempt. Ms. Jean-Pierre was adding the phrase 7 when the attendance occurred during the --8 well, the attendance was pursuant to an emergency policy in full force and effect, and 9 10 I would modify it as declared by the Authority 11 on March 8th and 9th, 2018.

12 If he wants to argue there really wasn't 13 one, he's free to do that. If the Authority 14 wants to argue we declared it and therefore 15 it's in effect.

16 MR. MUALLEM: That's fine. I just didn't 17 hear what you were adding. When the absence 18 occurred during the attendance during emergency 19 policy.

20 MR. KAMINSKI: That's not the question. 21 MS. JEAN-PIERRE: March 6th through 8th is 22 the snow emergency.

23 MR. MUALLEM: Right.

24 MS. JEAN-PIERRE: So March 8th --

25 THE ARBITRATOR: Off.

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1	(Whereupon, an off-the-record discussion
2	was held.)
3	THE ARBITRATOR: Let me propose this
4	issue, and I'll do my best not to stumble.
5	Did the Authority violate the collective
6	bargaining agreement including the stipulation
7	the settlement dated June 20, 2000, when it
8	required Sgt. Thomas Ragusa to see an Authority
9	physician as a result of being out of work
10	March 8th and 9th, 2018. It is understood that
11	a portion of his absences occurred during an
12	emergency declared by the Authority as follows,
13	from 18:00 hours Tuesday, March 6, 2018,
14	through 14:00 hours Thursday, March 8, 2018, if
15	so what should be the remedy.
16	Is that satisfactory?
17	MS. JEAN-PIERRE: If you can read that one
18	more time just to be sure.
19	THE ARBITRATOR: He's (indicating) going
20	to read it back.
21	MS. JEAN PIERRE: Okay.
22	THE ARBITRATOR: Go ahead.
23	(Whereupon, the referred to testimony was
24	read back by the Reporter.)
25	(Whereupon, an off-the-record discussion

1	was held.)
2	THE ARBITRATOR: On the record.
3	The parties have been unable to stipulate
4	to an issue, therefore, I will reserve judgment
5	and my opinion and award will indicate what I
б	believe the appropriate issue is.
7	Mr. Kaminski, care to make an opening
8	statement on behalf of SOBA?
9	MR. KAMINSKI: Yes. May I begin?
10	THE ARBITRATOR: Sure.
11	MR. KAMINSKI: Thank you.
12	On June 20, 2000, the Authority and SOBA
13	entered into an agreement, stipulation of
14	settlement in PERB Case No. U-21675, that
15	dictates certain criteria for when the
16	Authority can send SOBA members to the
17	Authority's doctor while the individual is out
18	sick.
19	The stipulation is quite specific,
20	detailing that if a SOBA member uses seven or
21	less sick days in the previous leave year, that
22	individual shall not be sent to the Authority
23	doctor on the first occasion of illness absence
24	in the following leave year. The leave years
25	run from March 1st through the end of the

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1 following February.

As stipulated, the 2017 leave year ran 2 3 from March 1, 2017, through February 28, 2018. Sqt. Tom Ragusa used six sick days in the 2017 4 5 leave year, less than the required amount for б the Authority under the stipulation to send him 7 to a doctor on the first occasion during the follow leave year. As such, Sqt. Ragusa was 8 9 entitled to take his first occasion of illness 10 absence in the 2018 leave year without being 11 sent to the doctor by the Authority, unless the 12 absence occurred during a holiday, which is the 13 only exception.

14The 2018 leave year, as stipulated, began15on March 1, 2018, and ran through February 28th16of 2019.

Sqt. Ragusa's first occasion of illness 17 18 absence in the 2018 leave year was on March 8th 19 to 9th, 2019 dates [sic]. The Authority sent 20 Sqt. Ragusa to the Authority doctor on these 21 dates even though neither date was a holiday. 22 By doing so, the Authority violated the 23 explicit terms of the June 20, 2000, 24 stipulation.

Nothing in the CBA or anywhere else in the

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1	agreement allows the Authority to send SOBA
2	members who fit the criteria under the
3	stipulation, like Sgt. Ragusa, to the Authority
4	doctor. The only exception is holidays and
5	there are not other exceptions that are noted
6	in that stipulation nor anywhere else.
7	As such, the Authority clearly violated
8	the contract, including but not limited to, the
9	June 20, 2000, stipulation. Thank you.
10	THE ARBITRATOR: Thank you.
11	Ms. Jean-Pierre, you care to make an opening
12	statement on behalf of the Authority?
13	MS. JEAN-PIERRE: At this time we will
14	reserve until before the case and chief.
15	THE ARBITRATOR: I'll permit that.
16	Mr. Kaminski, you have a witness.
17	MR. KAMINSKI: I actually have just one.
18	We agreed we talked in the hallway about one
19	additional stipulation.
20	THE ARBITRATOR: Go ahead.
21	MR. KAMINSKI: And if you need to correct
22	me just correct me if I got it wrong.
23	I have the stipulation as March 8th to
24	9th, 2018, was Sgt. Ragusa's first occasion of
25	illness absence, first and second day, in the

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1	2018 leave year.
2	THE ARBITRATOR: So stipulated
3	Ms. Jean-Pierre?
4	MS. JEAN-PIERRE: Yes.
5	THE ARBITRATOR: Thank you.
6	Mr. Kaminski you have a witness?
7	MR. KAMINSKI: The Union rests on the
8	documents and stipulations.
9	THE ARBITRATOR: Okay.
10	Ms. Jean-Pierre, ready to present your
11	case?
12	MS. JEAN-PIERRE: I ask that you give me a
13	moment to confer?
14	THE ARBITRATOR: Certainly. Off the
15	record.
16	(Whereupon, an off-the-record discussion
17	was held.)
18	(Whereupon, a short recess was taken.)
19	THE ARBITRATOR: On the record.
20	It's my understanding that the parties
21	have reached a tentative agreement in this
22	matter and that they wish to enter into that
23	agreement via a consent award, which I shall
24	read into the record.
25	Obviously, once I finish indicating what

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1	that award is, I will take any corrections or
2	additions from Counsel as may be necessary.
3	The consent award is in American
4	Arbitration Association Case No. 01-18-0003-1613,
5	in the matter of the Triborough Bridge and
6	Tunnel Authority and the Triborough Bridge and
7	Tunnel Authority Superior Officers Benevolent
8	Association, those terms are as follows:
9	One off.
10	(Whereupon, an off-the-record discussion
11	was held.)
12	THE ARBITRATOR: One, Sgt. Thomas Ragusa
13	and Sgt. Luis Rivera shall have their sick
14	leave accruals (12 hours) increased by one.
15	Two, the parties agree that the Authority
16	Memorandum No. 14-001 and dated January 27,
17	2014, is the current memorandum in effect with
18	respect to attendance during emergencies
19	policy.
20	Three, the parties agree that the PERB
21	stipulation reached on June 20, 2000, in Case
22	No. U-21675, remains in full force and effect.
23	Four
24	MR. KAMINSKI: No, I think the last line
25	with respect to attendance

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2THE ARBITRATOR: Just full force and3effect; okay. Thank you.4After full force and effect take out with5respect to. Thank you.6In the event let me see how I want to7rephrase this. Give me a second. Let me do it8this way.9In the event a dispute arises concerning10the implementation of this consent award in a11future case, the parties shall designate12Arbitrator Howard Edelman to hear the case on13an expedited basis. Expedited means that the14case will be heard "on papers"15MR. KAMINSKI: Meaning issues that it's a16dispute under this consent award or the17June 20, 2000, stipulation.18THE ARBITRATOR: Is that right?19MS. JEAN-PIERRE: Yes.20THE ARBITRATOR: Dispute. Go back.21After the word "dispute" what do you have?22MR. KAMINSKI: If this SOBA member is sent23to the doctor.24THE ARBITRATOR: Off.25(Whereupon, an off-the-record discussion	1	MS. JEAN-PIERRE: Full force and effect.
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24 THE ARBITRATOR: Off.	22	MR. KAMINSKI: If this SOBA member is sent
	23	to the doctor.
25 (Whereupon, an off-the-record discussion	24	THE ARBITRATOR: Off.
	25	(Whereupon, an off-the-record discussion

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1	was held.)
2	(Whereupon, the referred to testimony was
3	read back by the Reporter.)
4	THE ARBITRATOR: Implementation of this
5	consent award or what's the added phrase?
б	MR. KAMINSKI: Or the June 20th
7	MS. JEAN-PIERRE: June 20th stipulation.
8	THE ARBITRATOR: Or the June 20, 2000
9	stipulation of settlement, Arbitrator Howard
10	Edelman shall hear the case on an expedited
11	basis. Expedited means that the case will be
12	heard "on papers" including affidavits and
13	documents. If the arbitrator believes that an
14	in-person hearing is required, he shall
15	schedule one also on an expedited basis. Time
16	limits to be adhered to with respect to future
17	cases under this consent award are as follows:
18	If the Authority requires a bargaining
19	unit member to visit an Authority physician,
20	and the Union believes that requirement
21	violates the June 20, 2000 PERB stipulation,
22	the Union shall have 15 days to request reasons
23	the Authority has done so.
24	MR. KAMINSKI: Three weeks; sorry.
25	THE ARBITRATOR: Shall have three weeks -

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1	you're right - to request reasons the Authority
2	has done so. The Authority shall have 15 days
3	to respond to that request.
4	MS. JEAN-PIERRE: Three weeks again.
5	MR. KAMINSKI: Three weeks.
6	THE ARBITRATOR: What's wrong with me -
7	thank you. Three weeks to respond to that
8	request.
9	If the matter remains unresolved the
10	arbitrator shall hold the expedited hearing as
11	explained above within 30 days of being
12	contacted by the parties. Within that 30-day
13	period
14	MR. KAMINSKI: Sorry; are we referring
15	THE ARBITRATOR: Off.
16	(Whereupon, an off-the-record discussion
17	was held.)
18	THE ARBITRATOR: Within that 30-day period
19	the parties will have 15 days to submit briefs
20	and 15 days to submit replies to the
21	arbitrator. Any of these time limits may be
22	extended by neutral consent of the party or
23	good cause shown to the arbitrator. Failure of
24	the Authority to respond to the time limits set
25	for above will permit the Union to advance the

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1	matter directly to the arbitrator.
2	It's further understood that if the Union
3	requests either reasons or a hearing, it shall
4	transmit said request to the Authority's
5	Department of Labor Relations as a means of
6	instituting this proceeding.
7	Next number, the arbitrator's award shall
8	be issued on an expedited basis within five
9	working days of the close of the hearing.
10	Off.
11	(Whereupon, an off-the-record discussion
12	was held.)
13	(Whereupon, the referred to testimony was
14	read back by the Reporter.)
15	(Whereupon, an off-the-record discussion
16	was held.)
17	THE ARBITRATOR: Mr. Kaminski, you have
18	heard the consent award as the court reporter
19	has read it after modifying it by various
20	individuals; do you agree on behalf of the
21	Union that the consent award is proper and
22	fully resolves this dispute?
23	MR. KAMINSKI: Yes.
24	THE ARBITRATOR: I can't pronounce your
25	last name again.

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1	MS. JEAN-PIERRE: Jean-Pierre.
2	THE ARBITRATOR: Ms. Jean-Pierre.
3	Ms. Jean-Pierre, and having heard the consent
4	award as read by the court reporter and as
5	modified fully resolves this matter?
б	MS. JEAN-PIERRE: Yes.
7	THE ARBITRATOR: Thank you all. We are
8	concluded.
9	(Whereupon, at 2:21 P.M., the above matter
10	concluded.)
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1	CERTIFICATE
2	
3	STATE OF NEW YORK)
4	: SS.: COUNTY OF QUEENS)
5	
6	I, JOSHUA ZELCER, a Notary Public for and within
7	the State of New York, do hereby certify:
8	That the above is a correct transcription of my
9	stenographic notes.
10	I further certify that I am not related to any of
11	the parties to this action by blood or by marriage and that I
12	am in no way interested in the outcome of this matter.
13	IN WITNESS WHEREOF, I have hereunto set my hand
14	this 10th day of May, 2018.
15	
16	Jastura Zofan
17	JOSHUA ZELCER
18	
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