

ERICA TENER

Present Occupation: Arbitrator and Mediator

Business Addresses:

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Woodstock, NY 12498
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PROFESSIONAL AFFILIATIONS:

- Labor and Employment Relations Association: Multiple Chapters (NJ: President 2013-15, NYC: President 2018-19)
- National Association of Railroad Referees (Board Member)
- Society for Federal Labor and Employee Relations Professionals

EDUCATION

MA, Labor and Industrial Relations, Rutgers University
BA, Sociology, Ithaca College

CERTIFICATIONS & TRAINING:

FMCS Training: Becoming a Labor Arbitrator, Fall 2010
Railroad Arbitration Training, June 2015, Chicago, IL

ARBITRATION ROSTERS:

- American Arbitration Association
- Federal Mediation and Conciliation Service
- Horizon Blue Cross Blue Shield of NJ & Office and Professional Employees International Union
- National Mediation Board
- New Jersey State Board of Mediation
- New Jersey Public Employment Relations Commission – Grievance Arb and Mediation Panels
- New York City Office of Collective Bargaining
- New York State Public Employment Relations Board
- Pennsylvania Labor Relations Board
- Pennsylvania Bureau of Mediation

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ARBITRATION/LABOR RELATIONS EXPERIENCE:

2010-Present

Self-employed Arbitrator & Mediator

2010 – 2013

Arbitrator Intern under Barbara Zausner, Arbitrator

1999-2010

Labor and Employee Relations Manager for Staten Island University Hospital. Gained progressively responsible Human Resources experience focusing primarily on labor contract negotiations and grievance settlement. Investigated complaints and resolved a multitude of disputes for union represented and non-union represented employees. Conducted management training.

1998-1999

Labor Relations Specialist for Grenadier Realty Corporation. Human Resources functions focusing primarily on labor relations and grievance settlement and management training.

1997 – 1998

Field Examiner (Co-Op) National Labor Relations Board [Region 22]
Investigated and analyzed unfair labor practice charges. Arranged and conducted union representation elections.

INDUSTRIES:

Automotive, Bakery, Building Services, Communications, Construction, Education, Entertainment/Arts, Food, Health Care, Hotels/Casinos, Hospital, Office Workers/Clerical, Pharmaceuticals, Plumbing, Police and Fire, Railroad, Real Estate, Restaurants, Retail Stores, Transportation, Trucking and Storage, Utilities

ISSUES:

Absenteeism, Arbitrability, Bargaining Unit Work, Conduct: On and Off-Duty; Contract Interpretation, Demotion, Discipline and Discharge, Disability, Discrimination: Race, Sex; Drug and Alcohol Offenses, FMLA, Fringe Benefits: Bonus, Holidays, Insurance; Grievance Mediation, Hiring Practices, Job Classification and Job Performance, Layoffs, Leaves, Management Rights, Past Practice, Promotion, Seniority, Sexual Harassment, Violence or Threats, Wages.

FEES:

Per Diem: \$1,600 per full or partial day of hearing, research and preparation of the opinion and award.

Cancellation Policy: \$1,600 if cancelled within 21 days of scheduled hearing date.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food and lodging. Automobile mileage is charged at the applicable IRS expense rate.