

JOSEPH LICATA, ESQ.

Email: jlesqadr@gmail.com

Present Occupation: Arbitrator/Mediator/Fact-Finder

Business Address:

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Dumont, New Jersey 07628
Phone: (201) 374-1511
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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators	NY Labor and Employment Relations Association
New Jersey State Bar Association	NJ Association of Professional Mediators
Pennsylvania State Bar Association	NJ Labor and Employment Relations Association

EDUCATION:

JD	Law	Rutgers University (Camden), 1990
BA	Economics	Rutgers University (Newark), 1987 (<i>summa cum laude</i>)

CERTIFICATIONS:

Law	New Jersey and Pennsylvania	(1990)
ADR	EEOC	(2001)
Mediation	N.J. Court Rule 1:40.	(2002)

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2000 – Present: Arbitrator/Mediator/Fact-finder. Arbitrate labor/management grievance disputes for the AAA, NJSBM, NJPERC, NYSPERB, OCB and FMCS. Interest Arbitrator & Fact-finder – NJPERC. Mediate labor and employment cases for the New Jersey Public Employment Relations Commission, the Equal Employment Opportunity Commission (Newark Region) and the Statewide Civil Mediation Program of the New Jersey Courts.

1994 – 2000: Served as Labor Attorney representing both private and public sector labor unions in all aspects of labor relations, including, but not limited to, grievance arbitration, disciplinary hearings, interest arbitration, unfair practice and representation cases; and employment litigation on behalf of employees.

1990 – 1994: Served as a Management Labor Attorney representing private and public sector employers in all aspects of labor relations, including, but not limited to, grievance arbitration, disciplinary hearings, interest arbitration, unfair practice and representation cases; and employment litigation on behalf of employers. 1989 – 1990 -- Internship, National Labor Relations Board, Region 4.

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INDUSTRIES:

Advertising; automotive; chemicals; bus; communications; food (manufacturing/processing/service); construction; health care; hospitals/nursing home; meat packing; office workers/clerical; packaging; petroleum/petrochemicals; pharmaceuticals; printing and publishing; railroads; restaurants; rubber/tire; transportation; trucking and storage; utilities; warehousing; public sector, including police/fire disputes.

ISSUES:

Discipline (Non-Discharge); Discipline (Discharge); Disability; Drug/Alcohol Offenses; Holidays; Leave of Absence; Job Performance; Job Posting/Bidding; Layoffs/Bumping/Recall; Management Rights; Past Practices; Pension and Welfare Plans; Promotion; Retirement; Safety/Health Conditions; Seniority; Sexual Harassment; Subcontracting/Contracting Out; Job Classification & Rates; Overtime Pay; Work Hours/Schedules/Assignments; Working Conditions/Work Orders; and many other contract interpretation disputes.

ARBITRATION ROSTERS:

American Arbitration Association
NJ State Board of Mediation
NJ State PERC

Federal Mediation and Conciliation Service
NY State PERB
NY Office of Collective Bargaining

SIGNIFICANT PUBLICATIONS:

“The Nuts and Bolts of Interest Arbitration Practice and Procedure” – New Jersey State Bar Association, Labor and Employment Law Quarterly (Spring 1998).

FEES:

PER DIEM FEE: \$1,300.00

Cancellation Policy: If the scheduled hearing is postponed or canceled with notice of less than two calendar weeks (14 days), the per diem fee for each day of hearing shall be charged if another matter cannot be set in its place. For hearings scheduled for three consecutive days or more, a notice period of four calendar weeks (28 days) will apply.

Travel Time: N/A.

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.