

EILEEN A. CENCI, ESQ.

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Present Occupation: Arbitrator and Mediator

Business Addresses:

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PROFESSIONAL AFFILIATIONS:

American Arbitration Association
Federal Mediation and Conciliation Service (FMCS)
The Labor Relations Connection
Labor and Employment Relations Association (LERA)

EDUCATION:

J.D. Northeastern Law School, 1975
M.A.T. Northwestern University, 1970
B.A. Elmira College, 1969

CERTIFICATIONS:

Law Massachusetts 1976
Mediation Massachusetts 1999

SPECIALIZED TRAINING:

Complex Public Education Issues: FMCS-NAA September 16, 2011

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1999-present: Full-time neutral.

Arbitrator (see issues and industries below).

Hearing officer for Boston Retirement Board on disability retirement cases from 2000-2006.

1982-1996: Staff attorney for the Massachusetts Teachers Association. Represented teachers and other education employees in arbitration proceedings and hearings before various administrative agencies and courts. Represented clients in discipline and discharge cases, retirement, discrimination and other employment cases. Represented local associations in proceedings at the Massachusetts Labor Relations Commission, including unfair labor practice charges, elections and unit determination issues.

INDUSTRIES:

Education, Government, Health Care, Police, Postal Service, Public Works, Steel

ISSUES:

Absenteeism, Arbitrability, Bargaining Unit Work, Discipline and Discharge, Disability Discrimination, Drug/Alcohol offenses, Holidays, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Management Rights, Off-Duty Conduct, Overtime, Past Practices, Safety/Health Conditions, Seniority, Sexual Harassment, Subcontracting/Contracting Out/Work Orders, Violence or Threats, Wages, Working Conditions, Transfers,

EILEEN A. CENCI, ESQ.

PERMANENT PANELS:

- **State of Connecticut and New England Health Care Workers District 1199**
Member, Arbitration Panel
- **United States Postal Service/National Association of Letter Carriers**
Member, Northeast Area Regular Arbitration Panels for the Connecticut Valley, Caribbean, Long Island, New York City, Northern New Jersey, Triboro and Westchester Districts.
- **United States Postal Service/National Postal Mail Handlers Union**
Member, Northeast Area Regular Arbitration Panels for the Connecticut Valley, Greater Boston, Northern New England and Albany/Western New York Districts.
- **United States Postal Service/American Postal Workers Union.** Member, Northeast Area Regular Arbitration Panels for the Albany, Boston, Northern New England and Southeast New England Districts.
- **Commonwealth of Massachusetts Arbitration Panel**