

ERICA TENER

Email: ericatener@gmail.com

Present Occupation: Arbitrator and Mediator

Business Address

35 Wardwell Lane

Woodstock, NY 12498

Phone: (845)684-5931 (office)
(917) 335-2293 (cell)

PROFESSIONAL AFFILIATIONS:

Labor and Employment Relations Association:

President: NJ (2013-15) & NYC (2018-19) also member of Philadelphia

National Association of Railroad Referees (Secretary/Treasurer 2022-2025)

Society for Federal Labor and Employee Relations Professionals

EDUCATION

MA, Labor and Industrial Relations, Rutgers University

BA, Sociology, Ithaca College

CERTIFICATIONS:

FMCS Training: Becoming a Labor Arbitrator

Railroad Referee Training Certification

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.

ERICA TENER

INDUSTRIES:

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

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.

ARBITRATION ROSTERS:

American Arbitration Association
Federal Mediation and Conciliation Service
Labor Relations Connection
National Mediation Board
New Jersey State Board of Mediation
New York City MTA
New York City Office of Collective Bargaining
New York State Public Employment Relations Board
Pennsylvania Labor Relations Board
Pennsylvania Bureau of Mediation
The Labor Relations Connection
Virgin Islands Public Employees Relations board

PER DIEM FEE: \$1,900 per day for hearing, study and preparation of the opinion and award.

Cancellation Policy: \$1,900 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.