

Public Employment Relations Board  
PO BOX 2074, ESP AGENCY BLDG 2, FLS 18 & 20  
Albany, NY 12220-0074

RESUME OF PANEL ARBITRATOR

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JOSEPH LICATA, ESQ.  
CLOSTER, NEW JERSEY

Occupation: ARBITRATOR/MEDIATOR/FACT FINDER

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**EDUCATION:**

JD LAW RUTGERS UNIVERSITY - 1990  
BA ECONOMICS RUTGERS UNIVERSITY - 1987

**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators  
New Jersey State Bar Assn (Labor & Employment and ADR Sections)  
New Jersey Assn of Professional Mediators  
Industrial Relations Research Assn

**ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:**

In General: 2000 to Present: Arbitrate Union/Management grievance disputes for the AAA, NMB, FMCS, NJSBM, NJPERC, NYSERB and NYSPERB.

Parties Served:

**Public Sector :** Numerous municipalities, counties, boards of education, independent local and state authorities and the respective uniformed and non-uniformed public sector unions representing their employees in New Jersey, including, but not limited to, the Cities of Newark, Trenton, Paterson, Camden and Englewood; the Counties of Hudson, Passaic, Camden, Essex, Ocean, Monmouth and Mercer; the State of New Jersey – New Jersey Transit Bus and Rail Operations, the New Jersey Sports and Exposition Authority; and the Atlantic City Convention Center; the State Operated School District of Newark; the Passaic Board of Education; and numerous independent housing, water and sewerage authorities throughout New Jersey.

**Private Sector:** Companies & Unions in such industries, including, but not limited to, advertising, automotive, chemicals, communications, food (manufacturing/processing/service), health care, hospitals, nursing homes, meat packing, office workers/clerical, packaging, petroleum/petrochemicals, pharmaceuticals, printing & publishing, realty, rubber/tire, transportation, trucking & storage, utilities and warehousing.

**Issues Decided:** Included, but is not limited to, arbitrability; scope of negotiations disputes; discharge and discipline, disability, drug/alcohol, health benefits, leave of absence, job performance, job posting/bidding, layoffs/bumping/recall, management rights, past practices, pension and welfare plans, promotion/demotion, retirement, safety/health conditions, seniority, sexual harassment, subcontracting, job classifications, pay disputes, work hours/schedules/assignments, and other working conditions.

**MEDIATION, FACT FINDING AND INTEREST ARBITRATION EXPERIENCE:**

2001 to Present: Mediate Labor and Employment cases for the NJ Public Employment Relations Commission, the Equal Employment Opportunity Commission (Newark Region), and the NJ Statewide Civil Mediation Program, Court Rule 1:40. (ADR certified since 2001.) 2002 to Present: Through the NJ Public Employment Relations Commission, serve as impasse Fact Finder. 2008 to Present: Through the NJ Public Employment Relations Commission, serve as Interest Arbitrator in Police & Fire negotiations impasse disputes.

**OTHER RELEVANT OR EQUIVALENT EXPERIENCE:**

1989-1990: National Labor Relations Board, Region 4, Student Internship.

1990-1994: Management Labor Attorney.

1994-2000: Union Labor Attorney.

**PER DIEM FEE:** \$2100.00

**ADJOURNMENT FEE:** \$2100.00  
(14 calendar days' notification period)

**SIGNED AND SUBMITTED BY ARBITRATOR LICATA ON MARCH 21, 2023**

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BILLING DISCLOSURE STATEMENT

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ARBITRATOR'S NAME: **JOSEPH LICATA, ESQ.**

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$2100.00 for each day or any part thereof spent hearing a case.

(2) If a hearing day exceeds 8 hours, I charge:

       a second full per diem                        X   a prorated per diem

       no additional charge                             other (describe)

(3) Additional comments:

B) STUDY TIME.

(1) I charge \$2100.00 for each day spent in preparation of the opinion and award.

(2) This charge   X   will        will not be prorated for partial days devoted to such preparation.

(3) Additional comments:

C) TRAVEL TIME AND EXPENSES.

(1) When travel time plus hearing time exceeds        hours in a calendar day:

  X   Not applicable (no additional charge)

       I charge as follows (describe):

(2) I charge for actual, travel-related expenses incurred in connection with the case ONLY IF DISTANCE FROM OFFICE TO HEARING LOCALE IS GREATER THAN 30 MILES ONE WAY, AND THEN ONLY FOR EACH MILE OF TRAVEL BEYOND 30 MILES.

Where appropriate, a mileage charge for auto travel will be billed at:

  X   Prevailing IRS rate                             Other (describe):

(3) When the scheduled hearing day(s) requires an overnight stay:

  X   There is no charge, other than for lodging and subsistence.

       I charge as follows (describe):

(4) Additional Comments:

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of **\$2100.00** will be charged unless I receive notice of a postponement or cancellation:

Before **14** calendar days of the scheduled hearing date

\_\_\_\_\_ Other (describe):

E) ADDITIONAL CHARGES. I charge separately for expenses incurred in connection with the following:

Docketing (describe): \_\_\_\_\_  Yes  No

Duplication .....  Yes  No

Fax .....  Yes  No

Finance or late payment charge (describe): \_\_\_\_\_  Yes  No

Postage .....  Yes  No

Secretarial .....  Yes  No

Telephone .....  Yes  No

Other (describe): \_\_\_\_\_

F) GENERAL TERMS.

(1) Billing for fees and expenses will be divided equally between the parties unless otherwise required by the collective bargaining agreement or the conditions of the appointment.

(2) Other conditions (describe):

G) OTHER INFORMATION/COMMENTS.

**SIGNED AND SUBMITTED BY ARBITRATOR LICATA ON MARCH 21, 2023**

**IMPORTANT**

**THIS FORM IS NOT INTENDED TO SUGGEST THE SERVICES FOR WHICH AN ARBITRATOR SHOULD OR SHOULD NOT CHARGE. IT PRESENTS THE MOST RECENT INFORMATION PROVIDED BY THE NAMED ARBITRATOR TO THE NEW YORK STATE PUBLIC EMPLOYMENT RELATIONS BOARD, WHICH BEARS NO RESPONSIBILITY FOR ERRORS OR OMISSIONS CONTAINED ON THE FORM, OR FOR VARIANCES IN ACTUAL PRACTICE BY THE ARBITRATOR.**