

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

RESUME OF PANEL ARBITRATOR

FULL NAME: Erica Tener

CITY, STATE, ZIP: Woodstock, NY 12498

OCCUPATION: Arbitrator

EDUCATION:

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

Certifications:

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

PROFESSIONAL AFFILIATIONS:

Arbitration Panels:

- 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

Association Memberships:

- National Academy of Arbitrators
- Labor and Employment Relations Association: Capital District Region, New Jersey (President 2013-15)
New York City and Philadelphia Chapters
- National Association of Railroad Referees
- Society for Federal Labor and Employee Relations Professionals

ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:

Self employed Arbitrator, Mediator and Fact Finder since 2010. Arbitrate labor disputes on issues such as 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. Worked in various industries including: 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

MEDIATION & FACT-FINDING EXPERIENCE:

Conduct fact finding and mediate impasse disputes and public sector contract negotiations.

OTHER RELEVANT OR EQUIVALENT EXPERIENCE:

2010-2013 Arbitration Intern; Barbara Zausner

1999-2010 Labor and Employee Relations Manager; Staten Island University Hospital

1998-1999 Labor Relations Manager; Grenadier Realty Corporation

1997-1998 NLRB (Region 22 – Newark, NJ) Field Examiner/Co-Op

PER DIEM FEE: \$ 1900

ADJOURNMENT FEE: \$ 1900 unless notice of cancellation received more than 28 calendar days before scheduled hearing date.

SUBMITTED BY ARBITRATOR Erica Tener on April 22, 2024

Public Employment Relations Board
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Albany, NY 12220-0074

BILLING DISCLOSURE STATEMENT

ARBITRATOR'S NAME: **Erica Tener**

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$1900 for each day or any part thereof spent hearing a case.

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

a second full per diem

a prorated per diem

no additional charge

other (describe) :

(3) Additional comments:

B) STUDY TIME.

(1) I charge \$ 1900 for each day spent in preparation of the opinion and award.

(2) This charge 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:

Not applicable (no additional charge)

I charge as follows (describe): Reserve the right to charge pro rata per diem for travel time in excess of four (4) hours.

(2) I charge for actual, travel-related expenses incurred in connection with the case YES NO.

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

Prevailing IRS rate

Other (describe):

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

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 \$ 1900 will not be charged unless I receive notice of a postponement or cancellation:

Within 21 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:

SUBMITTED BY ARBITRATOR Erica Tener ON April 22, 2024

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.