



State of New Jersey  
Board of Mediation

## Resume of Panel Arbitrator

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**Name** Erica Tener

**Business Email** erica.tener@gmail.com

**City** Woodstock

**State** NY

**ZIP** 12498

### Arbitration Experience

2010-Present: Self-employed Arbitrator

### Mediation Experience

#### Labor Relations or Labor Management Experience

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 proactive charges. Arranged and conducted union representation elections.

#### Other Relevant or Equivalent Experience

Grievance hearing officer.

#### Area or Industries of Special Interest

Industries: Automotive, Bakery, Beverage, Building Services, Clothing, Communications, Construction, Education, Electrical, Entertainment/Arts, Food Service, Health Care, Hospital, Hotels/Motels/Casino/Resorts, Housing, Machinery, Manufacturing, Office Workers/Clerical, Pharmaceuticals, Plumbing, Police and Fire, Railroad, Real Estate, Refrigeration/HVAC, Retail Stores, Transportation, Trucking and Storage, Utilities

Issues: Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct: On and Off-Duty, Contract Interpretation, Demotion, Discipline and Discharge, Disability, Discrimination: Race, Sex; Health/Hospitalization, Hiring Practices, Job Classification and Job Performance, Job Posting/Bidding, Layoffs/Bumping/Recall, Leaves, Management Rights, Past Practice, pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Subcontracting, Wages (Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay), Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Workplace Violence or Threats, Wages.

#### Education

MA, Labor and Industrial Relations, Rutgers University

BA, Sociology, Ithaca College

#### Professional Affiliation/Association (Include Any Panel Membership)

National Academy of Arbitrators; American Arbitration Association; Federal Mediation and Conciliation Service; 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

#### Notes

Cancellation Notice: 14 calendar days or parties are liable for full fee for the cancelled or postponed day.

**Per Diem Fees: \$ 1650**

#### Cancellation Notice

14 Calendar Days or Parties are Liable for Full Fee for the Cancelled or Postponed Day