



## NYC Office of Collective Bargaining Resume of Neutral

**Name:** Joseph Licata, Esq.

**Arbitrator Since:** 2000

### **Arbitration/Mediation Experience**

Arbitrate labor/management grievance disputes for the American Arbitration Association, Federal Mediation and Conciliation Service, New Jersey State Board of Mediation, New Jersey Public Employment Relations Commission, New York State Public Employment Relations Board, and Office of Collective Bargaining. Mediate labor and employment impasses for the New Jersey Employment Relations Commission, the Equal Employment Opportunity Commission (Newark Region), and the Statewide Civil Mediation Program of the New Jersey Courts, Rule 1:40.

### **Panels/Permanent Arbitrator**

Port Authority NY/NJ & NY/NJ Port Authority PBA, April of 2005 – Present  
Waste Management & IBT 701 January of 2005 – Present  
State of New Jersey & CWA Locals 1033 and 1034, January of 2004 – Present  
State of New Jersey & N.J. State PBA Local 105, January of 2004 – Present  
Winston Towers & IBT Local 734, July of 2003-Present

### **Issues/Industries**

Discipline and Discharge; Retirement Benefits; Drug/Alcohol Offenses; Holidays; Leave of Absence; Job Performance; Job Posting/Bidding; Layoffs/Bumping/Recall; Management Rights; Past Practices; Funds Disputes; Promotion; Safety/Health Conditions; Seniority; Sexual Harassment; Subcontracting/Contracting Out; Job Classification & Rates; Overtime Pay; Work Hours/Schedules/Assignments; Working Conditions/ Work Orders. (All major industries and Public Sector).

### **Work History**

1990 – 2000 Labor Attorney representing private and public sector Employers (1990-1994) and Unions (1994-2000) in all aspects of labor relations, including, but not limited to, grievance arbitrations, disciplinary hearings, interest arbitrations, unfair practice proceedings, etc. Intern, National Labor Relations Board, Region 4 (1989 – 1990).

### **Education**

Juris Doctor, Rutgers University 1990  
BA Economics Rutgers University 1987 (summa cum laude)

### **Professional Affiliations**

National Academy of Arbitrators  
N.J. Association of Professional Mediators  
N.J. State Bar Association(ADR & Labor & Employment Sections)

N.Y.C. Industrial Relations Research Association  
N.J. Labor and Employment Relations Association

### **Relevant Work\Training\Publications**

“The Nuts and Bolts of Interest Arbitration Practice and Procedure” – New Jersey State Bar Association, Labor and Employment Law Quarterly, Spring 1998.

ADR Certification by Equal Employment Opportunity Commission May 2001.

**Date** May 7, 2007