

**NAME CAROL A. WITTENBERG**

**Email:** [cawitten@aol.com](mailto:cawitten@aol.com)

**Present Occupation:** Mediator/Arbitrator

**First Business Address:** JAMS, 280 Park Avenue, 28<sup>th</sup> Floor, New York, NY 10017

**Second Business Address:**

**PROFESSIONAL AFFILIATIONS:** NAA, New York City Office of Collective Bargaining

**EDUCATION:**

<b>SCHOOL</b>	<b>DEGREE</b>	<b>YEAR</b>
Cornell University, ILR	BA	1965
Hunter College	MS	1975

**CERTIFICATIONS:**

**ARBITRATION/LABOR RELATIONS EXPERIENCE:** Arbitrator since 1980, full-time since 1988. Faculty of Cornell University's School of Industrial and Labor Relations from 1969 to 1988. Served as Metropolitan Director of Cornell's Extension Division in New York City from 1984 to 1988.

**INDUSTRIES:** Airlines, trucking, sports, entertainment, publishing, telecommunications and education.

**ISSUES (see box below):**

Absenteeism, Arbitrability, Bargaining Unit Work, Demotion, Discipline and Discharge, Discrimination, Drug/Alcohol Offenses, Health/Hospitalization, Layoffs/Bumping/Recall, Management Rights, Past Practices, Pensions, Rates of Pay, Safety, Scheduling, Seniority, Work Performance, Contracting out, Insubordination, Fringe Benefits, Sick Leave, Wages, Sexual Harassment and Grievance Mediation.

**PERMANENT PANELS:** American Airlines and APFA; Continental Airlines and ALPA/IAMAW/IBT; United Airlines and IAMAW; USAirways and ALPA/AFA/IAMAW; British Airways and IAMAW; Midwest Airlines, Atlas Air and PSA and ALPA; Spirit Airlines and ALPA/AFA; Miami Airlines and AFA; Chautauqua Airlines and IBT; Atlantic Southeast Airlines and ALPA/AFA; United Parcel Service and IBT (national) and Local 804; ABC, NBC and CBS and Writers' Guild and Directors' Guild of America; New York Times and Time Inc. and Newspaper Guild; SAG Advertising Panel; AFTRA Pension and Welfare Arbitrator; United Federation and Teachers and New York City Board of Education; Waste Management and IBT; Verizon, Lucent, AT&T and Frontier and CWA; Arena Football and Players Association; Womens' National Basketball League Players Association (player/agent disputes); and Major League Baseball and Players' Association salary arbitration panel.

**ARBITRATION ROSTERS:**

**PUBLISHED CASES:**

**SIGNIFICANT PUBLICATIONS:**

**FEES:** Travel time and study and writing time

**PER DIEM FEE:** \$1600

**CANCELLATION FEE:** Per diem charged if case is not settled within 20 business days.

**ISSUES:**

Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Contract Terms, Overtime, Past Practices, Pensions, Rates Of Pay, RIF, Call-In, Callback Pay, Safety, Scheduling Of Work, Seniority, Union Business, Vacations And Vacation Pay, Work Performance, Work Comp, AWOL< COLA, Contracting Out, Guaranteed Work Week, Insubordination, Leave Of Absence, Merit Pay, Fringe Benefits, Performance Appraisal, Promotions, Reassignment, Shift Hours, Hours Of Work, Sick Leave, Wages, Work Week Change, Sexual Harassment, Grievance Mediation