

**LYNETTE A. ROSS**  
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## **SUMMARY**

**Labor Arbitrator and Mediator** with nearly 25 years of experience in Labor Relations/Dispute Resolution profession. Arbitration experience stems from formal education, employment experience, and 7 years as a self-employed, full-time arbitrator. Certified as a General Mediator by the Mediation Center of Kentucky, Inc. As a Fellow of the Commonwealth Institute for Parent Leadership (CIPL-Prichard Committee), designed and implemented a successful Peer Mediation Program at Anderson Middle School, in Lawrenceburg, KY.

## **EDUCATION**

**M.S.**, Rutgers University, Institute of Management and Labor Relations **1983 - 1985**  
Industrial Relations and Human Resources (IRHR), **Concentration in Neutral Training**  
IRHR Merit Award Recipient for Outstanding Academic Achievement

**B.S., Cum Laude**, Nazareth College of Rochester **1978 - 1982**  
Management Science/Psychology Concentration  
Modern Foreign Languages (French and Italian)

## **EMPLOYMENT EXPERIENCE**

### **LABOR ARBITRATOR**

**Private Practice, Full-Time** **2003 - Present**

Currently appointed to labor arbitration panels maintained by the American Arbitration Association, Federal Mediation and Conciliation Service, National Mediation Board, and others. On-going and previous appointments as the Neutral Member of NMB-established tripartite Public Law Boards and Special Boards of Adjustment include:

Alton & Southern Railroad and UTU Yardmasters  
Amtrak and UTU, IAMAW & TWU  
CSX Transportation and UTU & BLE-T  
Metro North Commuter Railroad and IBEW  
New Jersey Transit and ATDA, IAMAW, IBEW & UTU  
Norfolk Southern Railroad and UTU, BLET & TCU  
Northern Indiana Commuter Transportation District (NICTD) and UTU  
South Carolina Public Railways and IAMAW  
Southeast Pennsylvania Transportation Authority (SEPTA) and IAMAW & IBEW  
Union Pacific Railroad and IBEW, TCU, UTU & UTU Yardmasters  
National Railroad Adjustment Board First and Fourth Divisions

Has adjudicated a broad range of labor disputes involving issues such as: absenteeism, arbitrability, conduct, contract interpretation, discharge, discipline, drug & alcohol offenses, furlough and recall, injury and safety rule compliance, just cause, management rights, medical fitness for duty, misconduct, overtime, scope of work, seniority and job bidding, subcontracting, vacation entitlement, violence and threats, work assignments, work performance, work rule adherence. Selected as Neutral/Referee Member for arbitrations occurring under the labor protective conditions (New York Dock Protective Conditions) imposed in railroad mergers by the U. S. Surface Transportation Board (formerly ICC).

**MEDIATOR****Student Mediator Trainer, Anderson Co. Middle School****2004 - 2006**

Conducted student meditation training for middle school students selected to help their peers resolve appropriate conflicts under guidance staff supervision. Assisted staff in promoting the student mediation program throughout the school and community and in conducting student mediator follow-up training.

**Mediation Center of Kentucky, Inc., Lexington, KY****2000 - 2005**

Mediated disputes for the Fayette District Small Claims Court through its court-annexed mediation program by helping litigants resolve their disputes through the use of alternative dispute resolution strategies, thereby reducing the number of cases adjudicated by the Court.

**VARIOUS LABOR RELATIONS POSITIONS****1985 - 1999****Conrail, Inc., Philadelphia, PA and field locations (Selkirk, NY & Mt. Laurel, NJ)**

Extensive experience in all areas of rail industry labor relations and railroad operations through various labor relations positions held at field locations and at headquarters. Handled thousands of grievances, discipline cases, labor protection claims and claims arising under work equity agreements. Trained labor relations officers and field managers on correct interpretation of labor agreements. Maintained annual seniority rosters for all crafts. Served on Labor-Management Health and Welfare Benefits Subcommittee, Supplemental Unemployment Benefit Plan Re-engineering Team, Threat Assessment Team, and various labor-management quality improvement and safety teams. Trained clerical employees on TCU National Salary Plan. Assisted Human Resources Department in recruiting, testing and interviewing potential new-hires. Participated on arbitration boards, researched proposals for national contract negotiations and negotiated local agreements.

**GRADUATE STUDENT INTERN****1984 - 1985****National Labor Relations Board, Region 22, Newark, NJ, Rutgers University, Cooperative Education Program**

Conducted representation elections at various industries in the Newark metropolitan area. Investigated certification and de-certification election petitions. Investigated unfair labor practice charges. Successfully obtained settlement or withdrawal of certain charges and wrote recommendations for final disposition of cases.

**ARBITRATION PANELS & PROFESSIONAL ASSOCIATIONS**

American Arbitration Association (Cincinnati Labor Panel)  
 District 12 Coal Arbitration Panel (United Mine Workers of America and Bituminous Coal Operators' Association)  
 Federal Mediation & Conciliation Service Roster of Arbitrators (Regions 5 & 6)  
 National Mediation Board Roster of Rail Referees  
 Social Security Administration/American Federation of Government Employees (SSA/AFGE) Arbitration Panel 9  
 Association for Conflict Resolution  
 National Academy of Arbitrators Southeast Region (Panelist)  
 National Association of Railroad Referees (Former Regional Vice-President; Panelist and Panel Moderator at annual meetings)  
 Mediation Center of Kentucky, Inc.