

Gennea Moss-Moore

Independent Neutral



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Occupation	Independent labor and employment neutral. Available for arbitration and mediation via videoconference, teleconference, and in-person proceedings.
Summary of ADR Experience	Served as labor and employment advisor and advocate at 9W Halo OpCo d/b/a Angelica, KEDPlasma, American Red Cross, Lockheed Martin Corporation, and Charter Communications. Investigated, arbitrated, and mediated many issues and disputes and administratively managed litigation cases. As a negotiator, served as Spokesperson and co-spokesperson for the Company Negotiating Teams at Lockheed Martin, resulting in ratified collective bargaining agreements for IAM Lodge 615 (Marietta – 2013 & 2007), SPFPA Lodge 723 (Fort Worth - 2012), and IAM Lodge 140 (Canada – 2014).
Work History	Independent neutral and Consultant, Moss ADR Inc.- 2023-present; Director of HR Compliance (Labor and Employment), 9W Halo OpCo d/b/a Angelica-2017 – 2022; Corporate Field HR, Kedplasma (Employment)-2016 – 2017; Senior HR Advisor, American Red Cross (Labor and Employment)-2015 – 2016; Sr. Labor & Employment Relations Rep., Lockheed Martin-2007 – 2015; Regional HR Representative (Employment), Charter Communications-2005 – 2006; Corporate HR Representative (Employment), Union Carbide Corporation (Employment)-1999 – 2000.
Dispute Resolution Rosters	American Arbitration Association-Labor; United States Postal Service & American Postal Workers Union (Southern Region-expedited); Georgia Office of Dispute Resolution-Non-binding; *ESGR (Employer Support of the Guard & Reserve)-Volunteer Ombudsman (training)
Issues	Discipline and/or discharge; discrimination (age, disability, race/nationality, and gender); fraud (timekeeping, identity, falsification of documents); demotion; promotion; employment immigration; COVID-19 compliance; drug/alcohol; past practice; management rights; protected activity; recall; transfer; harassment (bullying, sexual, and physical/verbal); time and attendance; employee movement; wage and hour; workers' comp; conduct (on/off duty); quality control; social media (communications); working conditions; bargaining unit work; seniority; FMLA; contract interpretation; hiring practices; bumping; bypass; arbitrability; evaluation/performance management; bidding; health/safety; clothing/uniforms; job descriptions; probationary period; subcontracting; reductions in force (RIF); fit for duty; Workers Adjustment & Training Notification (WARN).
Industries	Experience in for-profit and non-profit organizations; industrial laundry; health care (clinics and hospitals); postal service; aeronautics; chemical; in-house security and fire;

manufacturing; transportation; office workers/clerical; warehousing; janitorial; maintenance; skill-based workers.

Associations

American Bar Association - Labor & Employment; American Bar Association - Dispute Resolution; American Bar Association - Women in Dispute Resolution (WIDR); Labor and Employment Relations Association (LERA - Atlanta); Atlanta Bar Association – Labor and Employment; Atlanta Bar Association – Dispute Resolution; Society of Federal Labor and Employee Relations Professionals (SFLERP-2023-2024); New York State Bar Association (2023-2024)

Education

Juris Doctor - Appalachian School of Law; Master of Science - Marshall University; Bachelor of Art - Marshall University; HR Consultant Certificate - IAP Career College; *Higginbotham Fellows Program: Arbitration and Mediation* – American Arbitration Association; Certificate - *Mediation & Conflict Resolution* - ESSEC Business School; Certificate - *Arbitration of International Disputes* - Universiteit Leiden; Certificate - *Becoming a Labor Arbitrator* – Federal Mediation & Conciliation Services

ADR Training

Apprenticeship (Clauss ADR Inc.- present); *Employment Arbitration Fundamentals and Best Practices for New AAA Arbitrators*; *Award Writing* – American Arbitration Association; *Case Handling and Procedural Issues at the Hearing* (AAA); *Commercial Arbitration Training for Arbitrators and Counsel: Comprehensive Training for the Conducting of Commercial Arbitrations, Domestic and International* (NY State Bar Association); *How Arbitration Works* (Independent Study – Marshall University); *Chief Spokesperson Development Program* (Lockheed Martin); *Coordinator and Instructor for Managing in a Union Environment course* (Lockheed Martin); *Certified Facilitator for Role of the Frontline Supervisor* (American Red Cross).

Citizenship

United States of America

Language

English

Locale

Greater Atlanta Area, Georgia, USA

Fees and Fee Policy

Fees and Fee Policy are based on individual state requirements. For inquiries on availability, fees, and cancellation policies:

Email: gmooss@mossadr.net. Call (678)348-6677.