

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

Neutral experience as Arbitrator in five contract interpretation expedited cases for the USPS & APWU. Registered Arbitrator with the Georgia Office of Dispute Resolution to hear non-binding cases. Volunteer Ombudsman with Employer Support of the Guard and Reserve (ESGR) by mediating concerns regarding USERRA. Performed as Conciliator during grievance meetings between management and union, resulting in non-presidential settlements.

As Advocate and Co-advocate in arbitration and other steps of the grievance procedure, investigated and presented cases involving, but not limited to, discipline, discharge, discrimination, theft, falsification of documents, demotion, promotion, drug/alcohol, past practice, management rights, arbitrability, recall, transfer, harassment, time and attendance, employee movement, conduct (on/off duty), social media, working conditions, bargaining unit work, seniority, FMLA, contract interpretation, bumping, bypass, job performance, bidding, health/safety, clothing/uniforms, probationary period, subcontracting, computer use, and last chance agreements. Prepared and presented cases to internal committees (Workers Accommodation, Fit for Duty, Attendance Review, and the Disciplinary Review Board); and experienced Spokesperson and Co-spokesperson for the Company Negotiating Team, resulting in ratified CBAs in 2014, 2013, 2012, and 2007.

Served as Advisor between the company and union on collective bargaining agreements (CBA) guidelines, grievance responses and internal investigations resulting from issues concerning discipline, discharge, job performance, time and attendance, falsification of documents, working conditions, on/off duty conduct, harassment, payroll, policy violations, immigration (I-9 issues), background checks, workers' compensation, Leaves of Absence, Family Medical Leave Act (FMLA), return to work, accommodations, reductions in force (RIFs), COVID-19 compliance, last chance agreements, Workers Adjustment & Training Notification (WARN), failure to follow instructions/direct orders; and hiring practices. Managed training and employee relations and mediated employee conflicts. Drafted policies and standard operating procedures (SOPs) to ensure compliance with local, state, and federal laws.

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	State of Montana Roster of Arbitrators; American Arbitration Association-Labor; United States Postal Service & American Postal Workers Union (Southern Region-expedited); Georgia Office of Dispute Resolution-Non-binding; Volunteer Ombudsman - ESGR (Employer Support of the Guard & Reserve); FINRA – Public Arbitrator
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 (current); Labor and Employment Relations Association (LERA – Atlanta 2024); Atlanta Bar Association – Labor and Employment (2024); Atlanta Bar Association – Dispute Resolution (2024); 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; <i>Higginbotham Fellows Program: Arbitration and Mediation</i> – American Arbitration Association; Certificate - <i>Mediation & Conflict Resolution</i> - ESSEC Business School; Certificate - <i>Arbitration of International Disputes</i> - Universiteit Leiden; Certificate - <i>Becoming a Labor Arbitrator</i> – Federal Mediation & Conciliation Services
ADR Training	<i>Apprenticeship</i> (Claus ADR Inc.- present); <i>Employment Arbitration Fundamentals and Best Practices for New AAA Arbitrators</i> ; <i>Award Writing</i> – American Arbitration Association; <i>Case Handling and Procedural Issues at the Hearing</i> (AAA); <i>Commercial Arbitration Training for Arbitrators and Counsel: Comprehensive Training for the Conducting of Commercial Arbitrations, Domestic, and International</i> (NY State Bar Association); <i>How Arbitration Works</i> (Independent Study – Marshall University); <i>Chief Spokesperson Development Program</i> (Lockheed Martin); <i>Coordinator and Instructor for Managing in a Union Environment</i> course (Lockheed Martin); <i>Certified Facilitator for Role of the Frontline Supervisor</i> (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.