

## LYNN E. RUBINETT

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### **EDUCATION:**

B.A., Stanford University (Human Biology, With Honors)  
J.D., Northeastern University School of Law (With Honors)  
Licensed to practice law in Texas since 1985

### **EXPERIENCE:**

#### **Law Office of Lynn E. Rubinett, 1991-Present**

Law practice devoted exclusively to dispute resolution. Serve as arbitrator, hearing examiner, mediator, facilitator, and conflict coach primarily in the areas of labor, employment, and education. Specific experience includes:

- **Labor Arbitrator, 2010-Present**

Listed on the Labor Panel for the Federal Mediation and Conciliation Service (FMCS) and the American Arbitration Association (AAA). Serve as labor arbitrator upon selection of the parties.

- **Employment Arbitrator, 2010-Present**

Listed on the Employment Panel of the American Arbitration Association and the National Arbitration and Mediation, Inc. to arbitrate non-labor employment disputes upon selection of the parties.

- **Commissioner, City of Austin Civil Service Commission, 2013-2015**

Appointed by Austin City Council as member of commission charged to hear appeals and make final, binding decisions in the case of non-safety municipal civil service employees subject to discharge, suspension, demotion, promotion bypass, or disciplinary probation.

- **Credentialed Mediator/Labor Relations Mediator, 2002-Present**

Distinguished credentialed mediator with over 2000 mediator hours, primarily in the areas of the labor, employment, and the education of students with disabilities. As labor relations' mediator, mediate grievances and labor/management disputes in a Union environment. Experience includes both individual grievances and system-wide disputes. Jointly selected by Alcoa, Inc. and United Steelworkers to design and implement an ongoing dispute resolution plan to address ongoing employment and collective bargaining issues (2006-2008). Affiliated with Lakeside Mediation Center, Austin, Texas.

- **Independent Hearing Officer, 1994-Present**

Serve as Independent hearing officer for disputes concerning the education of students with disabilities. Have conducted hundreds of contested hearings, subject to the Texas Rules of Civil Procedure and Evidence, with direct appeal to Federal Court. Duties

include managing complex administrative cases; independent decision-making over broad range of pre-trial and trial proceedings including discovery, pre-trial and dispositive motions, and final decisions; weighing, analyzing, and evaluating evidence; drafting reasoned opinions requiring factual and legal analysis; working with *pro se* litigants.

**Law Office of Van Os, Deats, Rubinett & Owen, 1985-1991**

Partner, 1987-1991; Managing Partner, 1989-1990

Extensive trial practice as labor and employment lawyer representing public and private sector labor unions and individual employees in all forums including arbitration, NLRB, EEOC, administrative tribunals, and federal and state courts. Experience and expertise in the following industries: education, communications, public employees, including police and fire, technology, financial, and manufacturing. Represented individual employees in the areas of disability rights, employment discrimination, civil rights, and constitutional claims.

**Commissioner, Texas Commission on Human Rights, 1994-1999**

Appointed by Governor Ann Richards, with the advice and consent of the Texas Senate, to serve as commissioner of state agency responsible for implementation and enforcement of the Texas Human Rights Act and the Texas Fair Housing Act. Responsibilities included review of employment and housing discrimination cases to make determinations of cause, and oversight of agency policy, strategic plan, and operations.

**PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS:**

Panel Listings:

Federal Mediation and Conciliation Labor Roster  
American Arbitration Association, Labor Roster  
American Arbitration Association, Employment Panel  
National Arbitration and Mediation Panel Member

Organizational Affiliations:

National Association of Administrative Law Judges  
National Association of Attorney/Mediators  
Texas Association of Mediators, Austin Association of Mediators  
Alternative Dispute Resolution Section, State Bar of Texas  
Administrative and Public Law Section, State Bar of Texas  
Labor and Employment Law Section, State Bar of Texas  
School Law Section, State Bar of Texas

**ADDITIONAL PROFESSIONAL TRAINING**

National Academy of Arbitrators Southwest Regional Meeting (2010-2015)  
American Arbitration Association Labor Arbitration Training (2011, 2012, 2014, 2015)  
Federal Mediation and Conciliation Service 40 Hour Labor Arbitration Program (2009)  
State Bar of Texas Advanced Mediation Skills and Techniques (2009, 2013)  
Texas Association of Mediator Advanced Mediation Training (2009, 2011)  
Harvard Law School 40 Hour Advanced Mediation Training (2006)