

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. Rubinet, 1991-Present

Law practice devoted exclusively to dispute resolution. Serve as mediator, arbitrator, hearing examiner, and fact finder in the areas of labor, employment, and education.

Specific experience includes:

- **Labor Arbitrator, 2010-Present**

Serve as labor arbitrator upon selection of the parties for grievance arbitration, card checks, and fact finding. Serve on Labor Panels with FMCS and AAA. Selected to serve on standing panels including City of Houston/Houston Police Officers' Union; Customs and Border Patrol/NTEU; Allied Pilots Association; Dallas Area Rapid Transit Authority Trial Board.

- **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 founding member of commission charged to hear appeals and make final, binding decisions for non-safety municipal civil service employees subject to discharge, suspension, demotion, promotion bypass, or disciplinary probation. Leader in drafting initial civil service rules with input from all stakeholders.

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

Distinguished credentialed mediator, primarily in the areas of the labor, employment, harassment, retaliation, discrimination, and the education of students with disabilities. As **Labor Relations'** mediator, mediate individual grievances, as well as general labor/management issues in a unionized work environment. Experience includes individual and system-wide dispute resolution. Jointly selected by Alcoa, Inc. and United Steelworkers to design and implement an ongoing dispute resolution plan to address both employment and collective bargaining issues (2006-2008). Mediation practice affiliated with Lakeside Mediation Center, Austin, Texas (www.lakesidemediation.com).

- **Independent Hearing Examiner, State of Texas, 1994-Present**

Serve as independent hearing examiner for the State of Texas for disputes concerning the education of students with disabilities. Conduct contested hearings subject to the Texas Rules of Civil Procedure and Evidence, with direct appeal to Federal Court. Manage complex administrative cases; exercise independent decision-making to weigh, analyze, and evaluate evidence; and draft reasoned opinions with findings of fact and legal analysis.

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. Served as lead counsel in litigation at all levels, as well as General Counsel for the Texas Federation of Teachers. 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, sexual harassment, 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.

ARBITRATION PANEL LISTINGS:

Federal Mediation and Conciliation Labor Roster
American Arbitration Association, Labor Roster and Employment Panel
Allied Pilots Association Arbitration Panel
City of Houston/Houston Police Officers' Union Arbitration Panel
U.S. Customs and Border Patrol/NTEU Arbitration Panel
Dallas Area Rapid Transit Authority (DART) Trial Board Panel
National Arbitration and Mediation Panel Member

ADDITIONAL PROFESSIONAL TRAINING

National Academy of Arbitrators Southwest Regional Meeting (2010-2019)
Pepperdine Law School Advanced Mediation Training (2015, 2018)
American Arbitration Association Labor Arbitration Training (2011- 2017)
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)