Carla Jennings

Labor Mediator

Columbus, OH (614) 555-0150 carla.jennings@email.com linkedin.com/in/carlajennings-labor

SUMMARY

Labor mediator with 8 years in public sector labor relations, the last 5 as a neutral in contract and grievance disputes. Settles 70% of contract impasses before fact-finding and trains joint teams in interest-based bargaining. Earlier administered 3 transit union contracts from the management side.

EDUCATION

Master of Labor and Human Resources 05/2018

The Ohio State University Columbus, OH

Labor and Human Resources

EXPERIENCE

Labor Mediator 04/2021 - Present

Midwest Labor Relations Associates Columbus, OH

Neutral firm contracted by public employers and unions across Ohio.

- Mediate **45** collective bargaining impasses a year for police, fire, school and transit units.
- Resolve grievance mediation cases before arbitration, settling 62% and saving parties about $8,000 per hearing.
- Train joint teams in interest-based bargaining, with 14 teams completing the course since 2022.
- Facilitate labor-management committees that meet monthly on scheduling, safety and discipline concerns.

Labor Relations Specialist 06/2018 - 03/2021

Scioto Valley Regional Transit Authority Columbus, OH

Public transit agency with three unionized bargaining units.

- Administered 3 collective bargaining agreements covering **900** drivers and mechanics.
- Investigated grievances and drafted step responses, closing 80% at the first or second step.
- Prepared Excel costing models for contract negotiation, including wage and health plan proposals.
- Advised 60 supervisors on just cause discipline under Ohio public-sector bargaining law.

Graduate Intern, Labor Relations 08/2017 - 05/2018

Central Ohio Public Employers Association Columbus, OH

Association advising cities and school districts on bargaining and labor law.

- Compiled wage and benefit comparables from **40** Ohio cities for fact-finding presentations.
- Drafted summaries of 25 arbitration awards on discipline and overtime disputes.
- Recorded proposals and tentative agreements at 6 bargaining sessions for the chief negotiator.

SKILLS

Collective Bargaining • Grievance Mediation • Interest-Based Bargaining • Contract Negotiation Public Sector Labor Relations • Labor-Management Committees • Impasse Resolution Contract Costing • Facilitation • Communication

CERTIFICATES

Certificate in Conflict Resolution

Cornell ILR Scheinman Institute on Conflict Resolution

06/2020