

MEETA A. BASS

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Occupation: Attorney, Arbitrator, Mediator, Retired Magistrate

PROFESSIONAL AFFILIATIONS:

American Bar Association
Central Ohio Labor and Employment Relations Association, Board member since 2016.
Jefferson County Bar Association
Labor and Employment Relations Association (LERA)
National Association of Railroad Referees . Vice President
Ohio State Bar Association
The Society of Federal Labor Relations & Employee Professionals

EDUCATION:

Masters - Business Administration, Franciscan University	1991
Juris Doctorate-Law, Capital University	1987
Bachelors- Political Science, Franciscan University	1984

TRAINING AND CERTIFICATION

Cornell University Industrial and Labor Relations, Employment Arbitration Training (2015)
Chicago Railroad Arbitration Training Seminar (2015) Mentor: Peter S. Myers
Harvard Negotiation Institute on Mediation (2013)
Federal Mediation and Conciliation Service- Mediation Skills Certificate (2012)
Federal Mediation Conciliation Services - Labor Arbitration (2006)
USPS Transformative Mediation Training (2006)
American Arbitration Association -Labor Arbitration (2004)
National Judicial College - Civil Mediation (2001)

ARBITRATOR:

Private and Public Sector Arbitrations, 2004 – present.

Gathering and analyzing facts and points of law, making evidentiary rulings, recording testimonies, and integrating into written decisions; knowledgeable of labor and related legislation and legislative changes, case law, collective agreement language, grievance/arbitration procedures, and practices; and issued timely well-reasoned Awards. Handle portfolio of issues spanning four areas, including but not limited to: (1) **Disciplinary matters:** drugs and alcohol, off-duty misconduct, workplace violence, and removals & suspensions; (2) **Performance activities:** promotions and transfers, seniority and seniority rosters, work performance, and classification of work and shift work; (3) **Pay and leave incidents:** absenteeism, overtime, personal leave, bereavement leave, and leaves of absence, sick leave and sick days, vacations, holidays & holiday pay, and jury duty; and (4) **General workplace issues:** subcontracting employment applications, contracting of work, bargaining unit work and work assignments, training, and management rights.

Public Sector Fact Finder and Conciliator

Ohio State Employees Relations Board: 2009 - Present

Serve as a panel member of State Employees Relations Board, perform effective mediation to resolve issues at impasse; responsible for conducting fact-finding hearings, recording testimony, maintaining case record and evaluating evidence; drafted reports summarizing recommendations in form of contract-language in alignment with administrative reporting rules, providing a written rationale for each recommendation, and incorporating all tentative agreements of parties.

Mediator: 2001-present.

Labor and Employment Mediations

Knowledgeable of labor and related legislation and legislative changes, case law, collective agreement language, grievance procedures, and practices; an understanding of the anatomy of disputes and conflicts, together with the ability to disassemble a controversy and reframe individual issues to create a better understanding among the parties involved; framing and identifying issues and positions, gathering information, offering solutions and resolving matters; and trained in facilitative and transformative mediation approaches.

Related Judicial Experience

Common Pleas Court Magistrate 1996 – 2014

Jefferson County, Steubenville, OH

Evaluated information to determine compliance with standards; used relevant information or individual judgment to determine whether events or processes comply with laws, regulations or standards; analyzed documents on pleadings to ascertain facts and issues, and isolate applicable laws; imposed restrictions in cases until hearings could be held; ruled on the admissibility of evidence and methods of conducting testimony; presided over hearings and listened to allegations to determine whether the evidence supported the charges; and wrote 1000s of decisions.

SPEAKING ENGAGEMENTS:

2018 Ohio Public Sector Fact-Finding The Ohio State Employment Relations Board, (Columbus, Ohio) Hot Topics in Fact-finding. **2017 Arbitrator and Advocate Symposium** (Columbus, Ohio April 2017) *How are Arbitrators Rule on Just Cause Issues*, **Conference on Ohio Public Sector Fact-Finding The Ohio State Employment Relations Board**, (Columbus, Ohio August 2016 and August 2017) *Presenting Your Most Effective Case*, **Ohio Civil Services Employees Association 2016 Advocacy Training** (Columbus, Ohio June 2016) *Just Cause and the Last Chance Agreement*, **Ohio Office of Collective Bargaining advocacy Training** (Columbus, Ohio several year and most recent in 2016) *Mock Arbitrations*

PERMANENT ARBITRATION AND/OR MEDIATION PANELS:

Ohio Civil Service Employees Association and the State of Ohio

Ohio Education Association and the State of Ohio

SEIU/1199 and the State of Ohio

State Employment Relations Board

ARBITRATION ROSTERS:

American Arbitration Association

Arbitration and Mediations Services

Federal Mediation and Conciliation Service

Financial Industry Regulatory Authority

National Mediation Board