

# MARY ELLEN SHEA

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**ARBITRATOR, MEDIATOR, TRAINER** 1988 to present

Full-time arbitrator and mediator serving public (municipal, schools, police, fire, public works) and private (transportation, manufacturing, sanitation, construction, retail, services, etc.) employers and unions. Over twenty years experience in private practice and as a Mediator-Arbitrator (retired) for the Massachusetts Division of Labor Relations providing interest and grievance arbitration, interest and grievance mediation, and fact-finding. Experience with all aspects of collective bargaining issues including contract interpretation and application, discharge and discipline, wages, overtime, benefits, promotions and transfers, seniority, layoffs, and discrimination disputes. Particularly experienced in legal and regulatory issues unique to public sector labor relations (federal and Mass.). Training in negotiation skills and conflict resolution provided to employers and unions since 1989. Also experienced in mediating public policy, intra-organizational, consumer, and community disputes.

## EXPERIENCE

Mediator-Arbitrator:	MA Division of Labor Relations	1988-1999 and 2005-2010
Senior Trainer:	Workplace Solutions	2000-present
Senior Trainer:	Negotiation Skills Company	1995-2005
Assistant to Director:	Program on Negotiation at Harvard	1986-1987
Teaching Fellow:	Harvard University, School of Education	1986-1987

<b>EDUCATION &amp; TRAINING</b>	<u>Harvard University</u> , John F. Kennedy School of Government Master of Public Administration <u>Harvard University</u> , Program on Negotiation, Specialization in Dispute resolution <u>Northeastern University</u> Bachelor of Science, Political Science <u>FMCS-NAA</u> Advanced Practitioner Training Complex Public Education Issues
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**AFFILIATIONS:** National Academy of Arbitrators, Member  
Labor and Employment Relations Association, Member; former officer  
Society of Federal Labor Relations Professionals, Member; former officer  
Mass Bar Association, Affiliated Member  
Boston Bar Association, Adjunct Member  
Association for Conflict Resolution, Member; former officer  
Boston Labor Guild, Member

**PANELS:** American Arbitration Association, Labor Panel  
Federal Mediation and Conciliation Service, Labor Panel  
National Mediation Board, Labor Arbitrator Panel  
Joint Labor Management Committee for Police & Fire (Mass.)  
Mass. Division of Labor Relations, Labor Panel  
USPS and APWU, Regional Arbitrator Panel  
City of Northampton & Municipal Employees