

Lucy A. Ruf

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Multi-faceted employee relations professional with specialization in mediation and labor relations. More than twenty years of experience in arbitration, and the administration and negotiation of collective bargaining agreements.

Areas of Expertise:

- ❖ Railroad Industry
- ❖ Certified Mediator
- ❖ Alternative Dispute Resolution

Professional Experience:

Concord Mediation Center

2018-2020

Mediated disputes for Small Claims Court through a court annexed mediation program by helping litigants utilize alternative dispute resolution strategies. This process significantly reduced the number of cases adjudicated by the Court.

Union Pacific Railroad

1997-2018

Experience in a spectrum of assignments in Labor Relations from Manager to Director in all regions of the operating crafts. Conducted investigation training sessions focusing on preparing for and holding disciplinary hearings. Brokered claim settlements, served as first chair in mediation sessions and prepared and presented cases for arbitration. Served as a board member on numerous PLBs and 1st Division of the NRAB. Held regional responsibility for negotiating and interpreting labor agreements. At various times, served as the highest designated labor relations officer for operating crafts in the former Northern, Southern, Central and Western Regions.

Bellevue University

2011-2013

Served as an Adjunct faculty member conducting lectures and facilitating discussions with graduate students in the areas of Organizational Theory, Employment Law, and Industrial Relations.

Education:

MPA, Magna Cum Laude

University of Nebraska - Omaha, NE

B. A., Cum Laude- Political Science

Norwich University - Northfield, Vermont