

**Jocelyn Yvon LaBove, J.D.**  
Arbitrator ⇄ Mediator ⇄ Counselor at Law  
Board Certified in Labor and Employment Law  
Board Certified in Aviation Law

**PRIMARY BUSINESS ADDRESS:**

**JOCELYN Y. LABOVE, PLLC**  
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**TRANSACTIONAL AND COMMERCIAL EXPERIENCE**

**Deputy Director, Aviation Risks and Regulatory Compliance – 2020-2024**, (COH) Risk Management, Safety, Incident and Records Management, Policy Development and Regulatory Compliance, Construction Contract Audit, Compliance and Administration, Litigation and Contract Alternative Dispute Resolution Management

**LABOR RELATIONS EXPERIENCE**

**Jocelyn Y. LaBove, PLLC** (*available in person or by video*)

**Full Time – Private Arbitrator/Neutral, Labor and Employment Law – 2024**

**Managing Counsel and Partner, Dec. 2005 – Civil Rights, Training, Investigations, Aviation Regulatory Compliance**

**ADR Mediator, 2015 – Present**

**Labor and Employment and Litigation Counsel – 1991-2005**, City of Houston, a home rule governmental entity

**Director, Labor Relations – 2005-2015**, United Airlines (Continental Airlines)

**Assistant Director, Policy and HRBP –2015-2020**, Houston Airport System and Houston Spaceport, (COH) Policy Development, Employee and Labor Relations, and Service Agreement Manager

**EDUCATION, LICENSES, BOARD MEMBERSHIPS, AND CERTIFICATIONS**

**Federal Mediation and Conciliation Service-Arbitrator**, October 2024

**Board Certified by The Texas Board of Legal Specialization**, Aviation Law 2024

**Board Certified by The Texas Board of Legal Specialization**, Labor and Employment Law, 2004

**Certified Mediator**, Alternative Dispute Resolution Center, Houston, 2015

**SHRM – SCP**, Society for Human Resource Management, 2015

**International Airport Professional, “IAP,” AMPAP** (ICAO, ACI, and IATA), Nov. 2021

**Bar Membership - Texas Bar**, 1991

**University of Houston Law Center**, Doctor of Jurisprudence, 1991

**Houston Baptist University**, Bachelor of Science, Biology and Chemistry, 1986

**ASSOCIATIONS AND PROFESSIONAL ACCOMPLISHMENTS**

**Labor and Employment Relations Association (LERA), HR Committee-Neutral Resource – 2024-2025**

**Houston Bar Association, Labor, and Employment Law Chair** – 2002-2006 (400 local members)  
**The Houston Lawyer, Editorial Board Member** – 2005-2008

**Appointed ACI Risk Management Committee** – 2024-2027

**Appointed to TBLIS - Aviation Law Exam Commission** – 2023-2027

**Received inaugural Champion of Inclusion by the Mayor's Office for People with Disabilities** – Oct. 2023

**Recognized as one of Houston's 50 Most Influential Women of 2022, Houston Woman Magazine**

**ACI Risk Management Professional of the Year** – 2022

**Awarded 2022 Breakthrough Woman, the Greater Houston Women's Partnership**

**Eagle Award for Municipal Attorney Excellence, 1998**

## SELECTED PUBLICATIONS AND PRESENTATIONS

**HR in the Age Artificial Intelligence: Efficiency and Exploitation** – June- 2025 LERA

**Aviation Accessibility Highlights** – 2025 Aviation Bar Texas

**Recent Developments in Airport Law** – 2023 Aviation Bar Texas

**Urban Air Mobility – Legal and Regulatory Considerations** – 2023 AAAE

**Biased? Not me, J. LaBove and D. Joseph, The Houston Lawyer, Oct. 2005** (Juror bias discussed)

**Labor and Employment Roundtable, Texas Lawyer, Oct. 2010, Vol. 26, No. 17** (FMLA and ADA)

## INDUSTRIES

**Public/Government: Civil Service (clerical, civil, public works, sanitary, fleet, and health care workers, professionals), Law Enforcement, Police and Fire, and Construction**

**Private: (Aviation – agents, mechanics, sim-techs, flight attendants, and pilots); Healthcare and Oil and Gas**

## ISSUES

### **Labor and Employment:**

- Scope, subcontracting, seniority, employee and retirement benefits, ERISA, employee incentives, scheduling, field trips, elections, investigations, training, compensation, health and safety, security, promotion, testing, working conditions, biometrics, CISA business continuity measures, accommodations, reduction in force, recall, workweek, craft, shift bid, overtime, uniform, appearance, productivity, OSHA and DOL complaints, donning and doffing, workers compensation, discipline (termination, indefinite suspension, demotion, suspension, drug and alcohol testing), unemployment benefits and misconduct; severance, settlement, and “last chance” agreements, union avoidance, system board of adjustments under the Railway Labor Act, Title VII (discrimination, retaliation, and harassment), ADA, ADEA, FMLA, ERISA, drug and alcohol testing including DOT requirements, and medical fitness-for-duty/selection standards; executive compensation, employment contracts, and non-competes, nondisclosure agreements;
- Civil rights representing police, fire, and management at trial, and Chapter 143, police and fire medical and discipline labor cases;

### **Construction Contract Life Cycle Administration and Counsel:**

- Cost, scope, delays, penalties, creep, payment, change order, breach, claims, latent defect, environmental, and regulatory compliance.

**Commercial and General Aviation:** tort (personal injury), Public, Private Partnerships (P3), lease, and contract compliance, alternative dispute resolution, transactional and regulatory audit counsel: Investigations, Grant assurances. Part 13 complaints, environmental/noise regulations, TDLR and TCEQ, travel equity, ACAA, ADA, Rehab Act, safety, safety management systems, and training security, agency (FAA, DOT, CBP, TSA, and NTSB) requests for information.

- **Land use:** inverse condemnation, oil and gas,

**Rosters & Panels:**

- **Federal Mediation and Conciliation Service**
- **The Labor Relations Connection, Inc.**

**Salons:** NAA Southwest Rockies

ARBITRATION-MEDIATION FEES AND POLICIES ARE AVAILABLE UPON REQUEST

**For more information:**

