Jocelyn Yvon LaBove, J.D.

Arbitrator -|- Mediator -|- Counselor at Law

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Jocelyn Y. LaBove, PLLC, 2005-Present
***(Available in person or by video*)**

- Full-time – Private Arbitrator/Neutral, 2024; and Mediator, 2015
  Alternative dispute resolution of labor, employment, real estate, contract/transactional, and torts (personal injury, premises liability, etc.) matters
  - Managing Counsel and Partner – Neutral training development and consultancy, fact-finding, and effective investigations covering employment law and labor relations principles; and aviation consultancy for contract administration, alternative dispute resolution, risk management, regulatory compliance, Title II and III ADA/Rehab Act.
  - Board Certified in Labor and Employment Law
  - Board Certified in Aviation Law

LABOR AND EMPLOYMENT LAW EXPERIENCE - PRIVATE

United Airlines, 2005-2015 (Continental Airlines) ("UAL" & "CAL," respectively)
Director, Labor Relations

- Lead legal counsel across varied high-profile and complex concerns/litigation/arbitration arising from the CAL and UAL merger, employment law, employee and labor relations arising under federal laws and regulations (i.e., Title VII, FLSA, FMLA, ADA, OSHA ADEA, ERISA, FAA, FARs, RLA) and collective bargaining agreements. Prepared agency compliance responses, memoranda, briefs, contracts, letters of agreement, severance, settlement, and "last chance" agreements (i.e., drug and alcohol requirements, and medical fitness-for-duty/selection standards) under the Railway Labor Act and other applicable EEO laws.
- Managed multiple workgroup dockets including Pilots, Mechanics, Flight Attendants, and Agents. Provided legal counsel for disputes involving scope, key Pilot grievances affecting the CAL and UAL merger, ERISA, overtime, craft, leave, seniority, vacancies, field trips, discipline, training, safety, health, medical certificates, drug and alcohol program, and ADA accommodations
- Contract administrator for all workgroups and lead negotiator for Sim Techs Labor Agreement during the course of the UAL/CAL merger. (i.e., labor contract administration, negotiation, litigation/arbitration, performance management, discipline, HR processes, employee accommodations, and benefits)
- Developed post-merger policy and management training for system-wide application addressing performance, effective investigations, employee relations, RIF, and best practices, contract administration, EEOC, FAA, DOT, and DOL compliance, and regulations

EMPLOYMENT LAW AND GENERAL BUSINESS LITIGATION EXPERIENCE- PUBLIC

City of Houston, Houston Airport System, 2015-2020 (HAS)
Assistant Director, Policy and HRB, Human Capital Management

- Advisor to management executives and oversaw employee effectiveness and development, including change management for employee and labor relations, and employed best practices against discrimination, retaliation, and harassment
- Instituted a comprehensive organizational effectiveness and development (OED) program that enhanced employee acquisition, retention, training, career development, succession planning, job

family analysis, performance management, and equitable compensation towards consistent market-pay practices
- Developed management resources and training for enhanced engagement, positive correction, fair, ethical, and transparent EEO, FLSA, and FMLA practices, investigations, and policies
- Managed labor and employee relations initiatives and Human Resources Business Partner teams (Three direct reports and six additional service level agreement matrix reports) for unionized and non-union work groups

City of Houston – Legal Department, 1991-2005
Labor and Employment Law Senior Assistant City Attorney and Assistant Division Chief, Defense Litigation

- Attorney and executive advisor for multiple departments and workgroups, including police, fire, healthcare, and other civil service workers in various state and federal laws
- Represented employees (police, fire, and civil servants) in their individual capacity
- Managed staff, extensive state and federal trial docket (900 total, and individual responsibility of over 90 actions), and in-house and outside counsel in complex litigation under budget
- First-chair trial and appellate litigator of torts, business/commercial (contract, leases, oil and gas), constitutional/civil rights/statutory claims (i.e., harassment, discrimination, retaliation) under 42 USC §§ 1981, 1983, and 1985, ADA, Rehab Act, ADEA, Title VII, and state companion statutes (i.e., Chapter 143), and for other complex claims having individual values of up to $70M
- Counsel at mediation, administrative hearings, and for DOL or DOJ agency/governmental investigations and complaints.
- Oversaw disposition of all claims to settlement and/or trial arising from all of the above
- Drafted legislation, ordinances (including that necessary for contracts), training materials, and policies including drug and alcohol prohibitions

CONSTRUCTION DISPUTE RESOLUTION AND RISK MANAGEMENT EXPERIENCE

Deputy Director, Aviation Risk and Regulatory Compliance at HAS, 2020-2024

- Built and oversaw the administration of the Construction Contract Alternative Dispute Resolution Board and assisted with the settlement of claims
- Department Counsel alongside Litigation Counsel for major construction actions for failed performance
- Reviewed and oversaw the amendment of major construction contracts to decrease costs associated with contract compliance and administration
- Developed Enterprise and Airport Safety and Risk Management Program and Model
- Oversaw disposition of all claims to settlement and/or trial arising from torts and contract matters

EDUCATION

University of Houston Law Center, Doctor of Jurisprudence, 1991
Houston Baptist University, Bachelor of Science, Biology and Chemistry, 1986

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

ASSOCIATIONS AND PROFESSIONAL ACCOMPLISHMENTS

American Bar Association, Dispute Resolution Section, 2026
Labor and Employment Relations Association (LERA), HR Committee-Neutral Resource, 2024-2026
Appointed to TBLS - Aviation Law Exam Commission, 2023-2027
Appointed to ACI Risk Management Committee, 2024-2026

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

Airport Council International, Risk Management Professional of the Year, 2022
Recognized as one of Houston's *50 Most Influential Women, Houston Woman Magazine,* 2022
Awarded Breakthrough Woman, Greater Houston Women's Partnership, 2022
Eagle Award for Municipal Attorney Excellence, City of Houston,1998

SELECTED PUBLICATIONS AND PRESENTATIONS

Labor and Employment:
HR in the Age of Artificial Intelligence: *Efficiency and Exploitation* – June 2025, LERA
Biased? Not me, *J. LaBove and D. Joseph,* The Houston Lawyer*,* October 2005 (Juror bias discussed)
Labor and Employment Roundtable, Texas Lawyer, Oct. 2010, Vol. 26, No. 17 (FMLA and ADA)

Aviation Law, Regulatory and Commercial Concerns:
Flight Plan for Success - An Introduction to Airport Law, 2026 SMU – Air Law Conference
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

INDUSTRIES

Public/Government: Civil Service, labor and employment (clerical, civil, public works, sanitary, fleet, and health care workers, professionals), police and fire, and Commercial/Transactional (Construction and Leases)

Private: Aviation – Labor (agents, mechanics, sim-techs, flight attendants, and pilots), Healthcare (former Licensed Vocational Nurse with St. Luke's Episcopal Hospital), and Commercial/Transactional (Oil and Gas Leases and Real Estate)

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 Transactions 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, trespass, nuisance, noise and height, oil and gas, and realty leases

ROSTERS, PANELS, AND SALONS

- **National Mediation Board**
- **Federal Mediation and Conciliation Service**
- **United States Postal Service, Southern Area**
- **Member Southwest Rockies Salon of the NAA**

ARBITRATION-MEDIATION FEES AND POLICIES

AVAILABLE UPON REQUEST

For more information: