



DEANDRA ROACHÉ, FCI Arb.

Email: deandra.roache@cynergisadr.com (*preferred contact method*)

Present Occupation Arbitrator, Mediator and Adjunct Professor

Mailing Addresses:

6710 Laurel Bowie Road #710 **(Primary)**
Bowie, MD 20718
(*Washington, DC Metropolitan Area*)

(301)250-7107 ext. 1001

Chicago: 111 North Wabash Ave.
The Garland Building #3101
Chicago, IL 60602

Florida: 924 N Magnolia Ave., Ste., 202
Orlando, FL 32803

PROFESSIONAL STATEMENT

National Arbitrator with strong background in labor & employee relations and human resources. Adjunct Professor at the University of Arizona's James E. Rogers College of Law, Fellow of the Chartered Institute of Arbitrators and faculty member/guest panelist of the Labor Arbitration Institute.

PROFESSIONAL AFFILIATIONS

National Association of Railroad Referees (Railroad Arbitrator Assoc.)/NARR (Vice President & Board Member); American Arbitration Association/AAA (Judge Higginbotham Fellow and Guest Panelist/Speaker); Labor Relations Connection; American Bar Association/ABA Labor & Employment and ADR Sections; Association for Conflict Resolution/ACR; DC Bar's Attorney-Client Arbitration Board (Former Vice-Chair & Mediation Sub-Committee Chair); Dispute Resolution Board Foundation/DRBF (Region 1 President-Elect/Board of Directors); Labor and Employment Relations Association/LERA (MD Chapter President); Maryland State Bar Association/MSBA - Labor & Employment and ADR Sections; Society of Federal Labor & Employee Relations Professionals/SFLERP; Chartered Institute of Arbitrators/CI Arb (Fellow); National Academy of Arbitrators/NAA (*SALON* Fellow).

EDUCATION

Master of Arts Conflict Resolution Dominican University; Bachelor of Science Political Science University of Maryland; Labor Relations Contract Administration at Cornell University's School of Industrial Relations-ILR/Scheinman Institute.

CERTIFICATIONS

Certified Workplace Mediator & Trainer - Mediation Training Institute 2019 and Certified EEO Investigator - EEOC 2017.

ARBITRATION/LABOR RELATIONS EXPERIENCE

Amtrak - Sr. Labor Relations Coordinator, 2009 – 2017.

INDUSTRIES

Automotive, Bakery, Broadcasting, Construction, Education, Feed & fertilizer, Hotels/motels/casinos/resorts, Maritime, Office workers/clerical, Organizations, Police & fire, Public sector grievance, Railroads, Transportation, Trucking & storage.

ISSUES

Absenteeism, Age, Arbitrability, Bargaining unit work, Bonus fringe benefits, Conduct (off-duty/ personal), Cost-of-living pay, Demotion, Disability, Discipline (discharge), Discipline (non-discharge), Discrimination, Drug/alcohol offenses, Fact finding, Fringe benefits, Gender, Grievance mediation, Health/hospitalization, Hiring practices, Holiday pay, Holidays, Insurance, Job classification & rates, Job performance, Job posting/bidding, Jurisdictional dispute, Layoffs/bumping/recall, Leave, Management rights, National origin, Official time, Overtime Pay, Past practices, Promotion, Race, Religion, Retirement, Safety/health conditions, Seniority, Sexual harassment, Subcontracting/contracting out, Tenure/reappointment, Vacation, Vacation pay, Violence or threats, Wages, Work Hours/Schedules/Assignments, Working conditions/work orders.

PERMANENT PANELS

NMB - Public Law Board (UP & SMART-TD); NMB – Public Law Board (Alabama State Port Authority & International Longshoremen Local 1984); UNITE HERE Local 25 & Hotel Ass'n of Washington, DC; United Airlines & IBT; USPS & NPMHU.

ARBITRATION ROSTERS

FMCS Arbitration Roster; American Arbitration Association's (AAA) Labor Arbitration & Mediation Panels; Conflict Prevention & Resolution's (CPR) Panel of Distinguished Neutrals; DC Bar's Attorney Client Arbitration Board (ACAB); Financial Industry Regulatory Authority (FINRA) ; National Mediation Board (NMB) and Labor Relations Connection (LRC).

PUBLICATIONS

Co-authored a book chapter on the arbitration process in the railroad industry in the National Academy of Arbitrator's ***A QUARTER CENTURY OF NEW DIRECTIONS IN LEADERSHIP AND MISSION*** publication (2022). Chapter Editor for ***"HOW ARBITRATION WORKS"*** by Elkouri & Elkouri (8th Edition Supplement).

SPEAKING ENGAGEMENTS

Featured in the recently released ABA publication by A. Schmitz ***"The Arbitration Conversation – Insights and Wisdom From the Experts In the Field"*** Chapter 4E. **Railroad**. Presents on numerous topics in the field. Presentations have included *The Railway Labor ACT – A Quick Overview*, *The Nuances of Railroads & Airlines under the RLA*, *The Railroad Collective Bargaining Process*, and *The Academy and the Railroad Industry*.