

Patricia Hollis McGruder, Esq.
FMS Mediation, LLC dba
FMS Dispute Resolution Services
Mediator-Arbitrator
2405 Panorama Ct
Arlington, TX 76016
Phone: 972-765-2534
Email: phmcgruder@fmsmediation.com

With over 20 years of work experience in the employment and labor sector, Patricia has developed a temperament and skill set that is well-suited for mediation and arbitration. Patricia's work experience includes:

- Representing the General Counsel in formal proceedings for the National Labor Relations Board in administrative and U.S. Federal Courts;
- Authoring 1000's of case-related documents, including affidavits, investigative subpoenas, enforcement documents, and final investigative reports at the National Labor Relations Board;
- Negotiating 100's of settlements (i.e., pre-determination, pre-trial, during trial) and stipulated election agreements; Serving as EEOC Coordinator;
- Investigating complicated and controversial cases in various industries with designated time targets; Fact-finder of 100's of labor (750+) and employment (200+) cases
- Conducting hearings, analyzing evidence, and writing decisions;
- Establishing and maintaining effective working relationships with unions, employers, employees, attorneys, and representatives of other agencies; and
- Developing, implementing, and leading a diverse and inclusive women's ministry program in Shanghai, China; Learning and embracing cultural uniqueness through visiting various countries on six continents.

Professional Experience

Principal of FMS Mediation, LLC dba FMS Dispute Resolution Services, Mediator & Arbitrator; Adjunct Professor – Business Law, Collin College; Formerly a Senior Attorney, National Labor Relations Board; Previously an Employment Manager for Indiana Department of Transportation and a Human Resource Representative for Texas A&M University System

Selected Honors and Presentations

- Organizer/Moderator, NBA-ADR Speaker Series, 2023
- Moderator, "*Captivating Conversations that Connect and Convert: Best Practices for Marketing Your ADR Practice Online*", ABA Presentation, July 2022
- Chapter Editor, *Labor Arbitration: How Arbitration Works*, Elkouri & Elkouri, 2022
- Presenter, "*Activate Diversity in Your Arbitration and Mediation Practice*", ABA Presentation, 2022
- 2021 and 2022 Fellow with the America Bar Association in the Section of Dispute Resolution
- 2021 and 2022 Credentialed Mediator with the Texas Mediator Credentialing Association
- Presenter/Moderator, "Best Practices and Considerations for ADR Practitioners for Addressing Health Issues in the Workplace in the Covid-Era," ABA Presentation, December 2021
- Moderator, "*ADR in the Current Administration: Non-Compete Agreements, Mandatory Pre-dispute Arbitrations, and Worker Misclassification*," ABA Panel, March 2021
- Presenter, "*Mediation Missteps: Do They Produce Systemic Disadvantages?*," ABA Presentation, November 2020
- Presenter, "*Creating a Masterpiece: How to Investigate and Litigate A Case*," NLRB Region 25, 2019

Professional and Civic Associations

Member, American Bar Association (Section of Dispute Resolution, Co-Chair ADR Practice Management, Business and Skills Development); Texas State Bar Association; Dallas Bar Association (ADR, Labor & Employment); JT Turner Legal Association; Tarrant County Bar Association (ADR, Labor & Employment); National Bar Association (ADR, Membership Chair; Labor & Employment); Greater Houston LERA; North Texas – Texas Association of Mediators

ADR Panels

American Arbitration Association (AAA) – Labor and Consumer Arbitration Panels, Since 2021; Conflict Prevention & Resolution (CPR) – Mediator Employment Disputes Panel Southwest, Dallas ADR Panel, General Commercial Panel, Since 2021; FINRA Arbitrator, Since 2021; U.S. District Court for the Southern District of Texas Roll of Mediators, 2022-2023; Certified Panels of Mediators and Arbitrators of the National Bar Association Alternative Dispute Resolution Section (NBA-ADR Section), Since 2022; Federal Mediation and Conciliation Service’s (FMCS) Roster of Arbitrators, Since 2022; City of Houston Police Officers’ Independent Hearing Examiner Panel, Since 2022; National Mediation Board Roster of Arbitrators, Since 2023

Education

Professional: Indiana University School of Law, J.D., 1999
Bar Admissions: Indiana and Texas

College: Texas A & M University, Sociology, B.S., 1993; M.S., 1995

Training Courses:

Federal Mediation and Conciliation Service Institute Course
Thirty-two (32) hours of Arbitration Training, Becoming a Labor Arbitrator

Manouso Mediation and Arbitration, LLC in Houston, TX
Forty (40) hours of Basic Mediation Training; Four (4) hours of Domestic Violence Training;
Nine (9) hours of Consumer Arbitration Training

Indiana Continuing Legal Education Forum in Indianapolis, IN
Forty (40) hours of Basic Civil Mediation Training; Forty (40) hours of Family Mediation Training

Industries

Automotive, Bakery, Banking, Beverage, Building Products, Chemicals, Communications, Construction, Food Services, Health Care, Hospital/Nursing Home, Hotels, Meat Packing, Metal Fabrication, Office Workers/Clerical, Police & Firefighter, Steel, Symphony Orchestra

Issues

Absenteeism, Affirmation Action, Bargaining Unit Work, Bonus Fringe benefits, Conduct (off-duty/personal), Demotion, Disability, Discipline (discharge), Discipline (non-discharge), Discrimination, Drug/Alcohol Offenses, Fact Finding, Fringe Benefits, Health/Hospitalization, Hiring Practices, Holiday Pay, Holidays, Incentive Pay, Interest Arbitration, Job Classification & Rates, Job Performance, Job Posting/Bidding, Jurisdictional Dispute, Layoffs/bumping/recall, Management Rights, National Origin, Overtime Pay, Past Practices, Promotion, Race, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes/lockouts/work stoppages/slowdowns, Subcontracting/contracting out, Unilateral, Union Security, Vacation, Violence or threats, Wages, Work Hours/Schedules/Assignments, Working conditions/work orders

Alternative Dispute Resolution Training

44th National Academy of Arbitrators Southwest/Rockies Region, NAA, 02/23-25/2023
How to Become a Chartered International Arbitrator, Dallas Bar Association, 01/17/2023
Employment Law 101, Dallas Bar Association, 01/13/2023
Advanced Alternative Dispute Resolution, Dallas Bar Association, 1/13/2023
Alternative Dispute Resolution 101, Dallas Bar Association, 01/12/2023
Case Law Update: Recent Cases in ADR, Dallas Bar Association, 01/12/2023
Avoiding & Enforcing Arbitration Agreements, Dallas Bar Association, 01/09/2023

Alternative Dispute Resolution Training

76th Annual Meeting and Education Conference, National Academy of Arbitrators, 05/03/2023
The Art and Science of Effective Mediation, Dallas Bar Association, 11/14/2022
Employment Dispute Resolution Revolution at the EEOC and FMCS, Houston LERA, 11/03/2022
Impact of Mental Health on Mediation and Vice Versa, Dallas Bar Association, 9/12/2022
FMCS Annual Certification Training, NBA-ADR Section, 07/29/2022
Reframing the Future of Work for Women, 14 Methods for Dealing with Conflict and Cognitive Biases in Negotiations and Conflict Resolution, FMCS National Labor Management Conference, 07/12-13/2022
What Would You Do? Arbitration Scenarios, National Academy of Arbitrators, 07/11/2022
What Would You Do? Arbitration Scenarios, National Academy of Arbitrators, 06/06/2022
Dispute Resolution 15th Annual Arbitration Training Institute & Arbitration Practice Development Program, American Bar Association, 06/03/2022
75th Annual Meeting and Education Conference, Arbitration in a Changing World, National Academy of Arbitrators, 05/11/2022
Mediation for Big Construction, Dallas Bar Association, 05/09/2022
What Would You Do? Arbitration Scenarios, National Academy of Arbitrators, 05/02/2022
Navigating the New Normal: Accommodations in the Pandemic Era, American Bar Association, 04/19/2022
What Would You Do? Arbitration Scenarios, National Academy of Arbitrators, 04/04/2022
Labor Arbitrator II Workshop, American Arbitration Association, 04/04/2022
Disability Discrimination Update, Dallas Bar Association, 03/21/2022
Ethical Considerations in International Arbitration, 03/15/2022
Special Topics in Mediation and Arbitration/Conflict Resolution Training, Federal Mediation and Conciliation Service, 03/01/2022
Health Care Arbitration Training, American Health Law Association, 12/6-9/2021
Mediation Skills, Federal Mediation and Conciliation Service, 09/21-30/2021
Ethical Dimensions of ADR, National Bar Association and American Arbitration Association, 7/31/2021
You say Mediation and I say Mediacion: Mediation with Spanish-Speaking Parties, North Texas Association of Mediators, 7/20/2021
ADR Certified Panels of Arbitrators and Mediators Annual Training, National Bar Association and Federal Mediation and Conciliation Service, 7/17/2021
Basic Arbitrator Training Program, FINRA, 7/14/2021
Arbitration Institute, American Bar Association, 6/14-15/2021
National Academy of Arbitrators - Mentorship Program, 2021-2022
Arbitration Training, Manouso Mediation and Arbitration, LLC in Houston, TX, 5/21/2021
Arbitration, American Bar Association Dispute Resolution 5/27/2021
Negotiation between the Parties Through the Lens of a Mediator, North Texas Association of Mediators, 5/18/2021
Texas Special Judge Statute: An Alternative to Litigation and Arbitration, or What's so Special about Special Judges?, Dallas Bar Association, 5/10/2021
Navigating Labor & Employment in 2021, Dallas Bar Association, 5/4/2021
Developments in Texas Employment Law, Tarrant County Bar Association, 4/22/2021
Protecting Trade Secrets at Trial: Navigating 76(a) in the Courtroom, Dallas Bar Association, 4/19/2021
ADR Trends 2021 & Increasing Selection of Diverse Neutrals, JAMS, Hispanic National Bar Association, National Asian Pacific American Bar Association, and National Bar Association, 4/26/2021
Dispute Resolution Spring Conference, American Bar Association, 4/17/2021
Employee Handbooks Post COVID-19, Dallas Bar Association, 2/16/2021
Mediation and Arbitration of Disputes Involving Non-competition Agreements and Trade Secrets, Dallas Bar Association, 2/8/2021
Arbitration Training - Becoming a Labor Arbitrator, Federal Mediation and Conciliation Service Institute Course, 2/5/2021
NBA for the ADR Certification Training: Special Topics in Arbitration, NBA-ADR, 1/23/2021

Alternative Dispute Resolution Training

Texas Modern Mediation Conference, Texas Modern Mediation, 1/21/2021
Mediation in Family and Civil Cases, North Texas Association of Mediators, 1/19/2021
Litigation About Arbitration and Practicing Before Arbitrators: Recent Trends and Legal Developments 12/3/2020
Third Parties in Mediation, Dallas Bar Association, 12/3/2020
Landlord-Tenant Basics in a COVID-19 World, Tarrant County Bar Association, 11/24/2020
Fair Labor Standard Act, Dallas Bar Association, 11/20/2020
The Ins and Outs of Virtual Mediation, LERA, Greater Houston Chapter, 10/14/2020
Advocates Remote Arbitration Strategy, LERA, Greater Houston Chapter, 10/14/2020
Zoom Arbitration: How it Works, LERA, Greater Houston Chapter, 9/16/2020
Bias Elimination: Overcoming Resiliency Fatigue, American Bar Association, 8/26/2020
The Future of ADR: Early Dispute Resolution, American Bar Association, 8/12/2020
Mediation Training, Manouso Mediation and Arbitration, LLC in Houston, TX
Mediation Training, 7/13/2020
Domestic Violence Certificate, Manouso Mediation and Arbitration, LLC in Houston, TX
Mediation Training, 10/10/2020
An Introduction to Conflict Transformation: The Transformative Dialogue, Maryland Council for Dispute Resolution, 4/18/2020
How to Handle High Conflict Clients and Attorneys, Attorney Credits, 3/6/2020
The Legal Ethics of Social Media, Attorney Credits, 3/3/2020
Avoiding Ethical Conflicts of Interest, Attorney Credits, 3/3/2020
How Bias Affects Your Decision Making, Attorney Credits, 3/3/2020
How to Succeed in Mediation by Really Trying, Attorney Credits, 4/9/2019
Family Mediation Training, Indiana Continuing Legal Education Forum, 8/13/2017
Introduction to Collaborative Practice, Attorney Credits, 4/27/2016

Work Experience

01/2022 – Present Collin College, Frisco, TX
(Spring 2022) 9700 Wade Blvd, Frisco, TX
Adjunct Professor – Business Law

07/31/2020 -Present FMS Mediation, LLC, dba FMS Dispute Resolution Services, Irving, TX
2405 Panorama Court, Arlington, TX
Mediator and Arbitrator

01/2016 – 04/2020 National Labor Relations Board, Indianapolis, IN
575 North Pennsylvania Street, Indianapolis, IN 46204
Senior Field Attorney

2014 – 2016 Law Office of Patricia Hollis McGruder, Indiana and Texas
6010 Old Orchard Road, Indianapolis, IN 46226
Attorney and Mediator

2010 – 2013 Shanghai Community Center, Shanghai, China, Consultant;
Abundant Grace International Fellowship, Shanghai, China, Eldership Board;
Women of Joy Ministry, Core Lead
(volunteer positions)

2000 – 2010 National Labor Relations Board, Indianapolis, IN and Houston, TX
575 North Pennsylvania Street, Indianapolis, IN 46204
Field Attorney/Senior Field Attorney

Work Experience

Spring 2000	Hasken, Lauter, Cohen, & LaRue, Indianapolis, IN Law Clerk
Summer 1999	Indiana University School of Law, Indianapolis, IN Civil Practice Clinic
Spring 1998 Fall/Winter 1998	Lewis & Kappes, Indianapolis, IN Law Clerk
Summer 1998	Indiana Attorney General's Office, Indianapolis, IN Law Clerk
1996 – 1998	Indiana Department of Transportation, Indianapolis, IN AA Officer and Affirmative Action/Employment Manager
1995-1996	Bartech Staffing Service, Indianapolis, IN Technical Recruiter
1993-1994	Texas A&M University Systems, College Station, TX Human Resources Representative