# VANESSA BULLOCK

## About

Vanessa is a Dispute Resolution Specialist in the Labor and Employment Arena. Examples of her program delivery:

Collective Bargaining Negotiations; Grievance Mediation, Title VII Disputes, Non-Compete Agreements, Facilitating Collaborative Bargaining Negotiations, Managing Workplace Conflict through Facilitative Group Dialogue, Conducting Workplace Climate Assessments, Managing the Impact of Organizational Change in the Workplace.

Vanessa served as a member of a select Conflict Management Cohort who provided an array of Conflict Intervention Services on behalf of the Federal Mediation and Conciliation Service.

## Education

**MBA**

LaSalle University 2005

**BA School of Business**

Temple University1996

## License/Certifications

**Prosci Organization Development and Change Instructor and Facilitator**

**Crucial Learning Instructor**

## Experience

### Dispute Resolution Neutral

Symonette ADR Services
Joined 2025

Roster/Panel Participation

- Delaware PERB
- Cornell ILR-NCRS
- Labor Relations Connection-LRC
- PA Bureau of Mediator Arbitration Panel
- FMCS Arbitration Roster (pending)
- AAA Roster (pending)

### Federal Mediator

*Fed*eral Mediation and Conciliation Service
1997-2025

- Provided Labor and Employment Mediation Services for Federal, Public and Private Sector Clients
- Program Development and Design of Dispute Resolution Programs that target the specific needs of the organization
- **Conflict Management Practitioner/Instructor**
  served as a member of a select cohort of FMCS Practitioners to deliver the **Prosci Org Development and the *Crucial Learner Program Platforms. Since leaving the Agency, I have maintained my instructor's license to deliver these programs.*

# Professional Organizations

LERA National Organization
and Co-Chair of the Social Impact Committee

LERA Philadelphia Chapter
and Past Board Member

Rutgers Collaborative School Leadership Initiative
Contributing Member

# Volunteer Organizations

Center for Conflict Resolution Mediator
(2015 Mediator of the Year)

Pa Council of Mediators, Past Board Member

Darby Creek Valley Assoc Board Member

**Collective Bargaining Negotiations** (samples)

- Fox Chase Cancer and PASNAP
- Inspira Hospital and HPAE
- Chestnut Hill Hospital and SEIU-HCPA
- KYW News and SAG-AFTRA
- NYPR and SAG-AFTRA
- American Water and various Unions
- Exelon-PECO and IBEW
- Melitta Industry and UFCW 152
- Rite Aid Drugs and UFCW 1776
- Arcadia Univ and AAUP
- City of Wilmington and AFSCME 1102
- New Castle County and AFSCME 81
- Appoquinimink School and DSEA
- Montgomery County MD Public Works

### Dispute Resolution Programs:

**New York Public Radio and SAG-AFTRA**
***Climate Assessment and Facilitated Dialogue***
The organization made changes in work procedures, resulting in grievances and ULP's. Workplace assessment was conducted, and consequently, a group dialogue was facilitated. The objective was to have the parties describe the impact of their current situation, what they would like to improve, and what's needed to get them there.

**HUD-SWONAP (Southwest Office of Native Am People)**
***Multi-party Conflict Intervention***
High turnover in upper management caused disruptions in the operation and led to inconsistencies in the work procedure. The result was low morale, and lack of coordination in program services. I consulted with the L-M team to find a path forward.

**USTR-Office of Trade Policy and Economics**
***Climate Assessment***

**Office of Federal Contract Compliance**
**Climate Assessment**

### Training Programs

**Philadelphia FEB Shared Neutrals Program**
Lead trainer in the Basic and Advance Mediation training program 2010 to 2025t

**International Labor-Management Training**:
Lesotho, Swaziland, Ghana

**National Academy of Arbitrators**
Training Team Instructor for the
Cambodian Arbitration Council

**Cornell ILR School**:
Coach/Instructor for the annual
Competitive Mediation Scrimmages

**American Bar Association LEL**
Conference Presenter