



AAA Mediation.org™

**FN-1215355 MN-1215355 LN-1215355,
Esq.**

Louisville, Kentucky



Current Employer-Title Stoddard & Associates Law Firm PLLC

Profession Arbitrator, Mediator, Attorney

Work History Attorney, Stoddard & Associates Law Firm PLLC, 2007-Present; State of Kentucky Personal Cabinet and State EEOC Officer, 2005-2007; Director of Diversity and Affirmative Action; Metro Louisville Council, Majority Caucus Director, Affirmative Action and Legal Affairs Coordinator, Jefferson County Fiscal Court Human Resources, Senior Nutritionist, University of Louisville, 1993; Director/Coordinator/Administrator/Instructor/Clinical and Consultant Nutritionist, various hospitals and health centers, 1978-1993.

Experience Focus on employment and labor disputes, wrongful terminations, and policy and collective bargaining agreement interpretation of violations. Experienced in a variety of fields, such as health care (private and public facilities), academic institutions, and governmental agencies (both state and local). Additional experiences in the field of food and nutrition with some experience in restaurant and food service entities.

As Executive Director Human Resources (Affirmative Action and Diversity Planning), for the State of Kentucky, duties included interpretation of policy and procedure, review and response to complaints related to labor and employment, and complaints of the public. As Director of Majority Caucus, duties involve legal interpretation, advocacy for legislative actions for the City of Louisville, and oversight of Majority Caucus council and staff.

Affirmative action and legal affairs experience in labor and employment laws involving representation as a neutral for both parties (management and union employees) in arbitration, mediation, and unemployment hearings. Experience in representation as a neutral in interpretation of collective bargaining agreement and personnel policies for both parties as well as negotiation of side letter agreements in areas on ambiguity.

Other activities include: Department of Transportation CDL enforcement and drug testing and reasonable suspicion drug testing; enforcement of the Family and Medical Leave Entitlement; investigation and response to all internal and external allegations, which include sexual harassment,

hostile work environment, discrimination in hiring, promotion, disciplinary action, dismissal, and other Title VII violation against the City of Louisville; providing corrective action as needed; training and development assessment and compliance training.

Since 1980, employed in various positions involving middle to upper management requiring policy interpretation, development and implementation, as well as decision-making, policy and situation analysis, employee evaluation, training, interviewing, hiring, discipline, dispute resolution, and leadership skills.

Mediator Experience	The primary issues involved with are related to employment law, labor relations; policy violations of federal, state, local and corporate regulations, and terminations. The parties involved in the disputes were members various unions such as the Teamsters, AFSCME, also local government, and non union employees were represented. Case load represented contract agreement violation, attendance diccipliary actions, Department of Labor drug testing violations, terminations. There were three cases involving termination, two cases involving other types of discipline action such as drug use in the workplace, and wrongful layoff.
Representative Issues Handled as a Mediator	Primary issues have involved employment law; labor relations; policy violations of federal, state, local and corporate regulations and terminations.
Mediator Style & Process Preferences	The mediation process is an opportunity for parties with disputes to expedite the resolution of their disagreement. The objective of mediation is for parties involved to come to a reasonable and workable resolution of which all parties can realistically comply with while maintaining a working relationship.
Education	Spaulding University (Ed.D., Leadership Management-2005); Northern Kentucky University (JD-1996); Webster University (MA, Management-1991; MBA-1992); Southern University (BS, Food, Nutrition and Clinical Dietetics-1978).
Professional Licenses	Admitted to the Bar: Kentucky, 1996; Registered Dietitian (#509220); Notary Public
Professional Associations	Kentucky Bar Association; American Bar Association; American Dietetic Association; Society for Human Resources Management.
Recent Publications & Speaking Engagements	"For Some, Change is Already Here," BUSINESS SOURCE, Premiere Issue, p. 35 Spring 2009; "Beyond the Basics in Employment Law," Sterling Education Services, Inc., CLE October 2010.
Mediation Rate	\$300 Per Hour
Languages	English
Citizenship	United States of America
Locale	Louisville, KY

The AAA's Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator's resume. If you have any questions about a mediator's experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.