



AAA Mediation.org™

FN-123096 MN-123096 LN-123096, Esq.

Hacksneck, Virginia

Profession

Arbitrator, Mediator

Work History

Arbitrator/Mediator, Private Practice, 1995 – Present; Deputy General Counsel, Commonwealth of Pennsylvania, 1993 – 1995; Deputy Secretary/Chief Counsel/Deputy General Counsel, Pennsylvania Department of Labor Industry, 1979 – 1980 & 1987 – 1993; Partner, Wallet & Christianson, 1984 – 1987; General Counsel, Pennsylvania State Ethics Committee, 1980 – 1984; Chief, Legal Division/Staff Attorney, Bureau of Workers' Compensation, 1974 – 1979; Staff Attorney, Unemployment Compensation Board of Review, 1976.

Experience

Legal practitioner with over 30 years' experience, 25 years concentrating on workers' compensation, discrimination, disability, Equal Employment Opportunity, and contracts. Administered, enforced, and litigated wage payment, collection, child labor laws, prevailing wage laws, and chemical right to know law. Responsible for implementing and applying Americans with Disabilities Act in Commonwealth of Pennsylvania as governor's ADA director. Dealt with regulations and litigation on extensive amendments to workers' compensation laws. Served as chief counsel to Pennsylvania Department of Labor and Industry, Workers' Compensation Bureau, and as legal counsel to the Unemployment Compensation Board of Review. As chief counsel, oversaw all labor laws administered by the Department of Labor and Industry, including worker/community right to know, fire and panic, wage/payment and collection, prevailing wage, employment laws, and child labor laws. Extensive experience in labor, employment, disability, and sexual harassment disputes.

Mediator Experience

- * Experienced in all types of employment disputes, including discharge, discipline, and discrimination
- * Handled complex wage and hour issues
- * Extensive experience in disability matters, complaints under the Americans with Disabilities Act (ADA) and related federal laws
- * Mediated disputes against multi-state employers represented by in-house and specialized counsel
- * Served as Court appointed mediator for claims against insolvent insurance companies
- * Handled cases with minimal monetary amounts in dispute to over \$1 million
- * Particular experience in resolving disputes between Parties with continuing employment or ongoing commercial relationships

Representative Issues Handled as a Mediator

- * Primary issues include employee-employer disputes, including discrimination and accommodation in the workplace
- * Access to public and governmental services, including access to buildings, public transportation and hotels, and use of service animals
- * Dealt with details of alterations to buildings, code compliance issues
- * Handled contract disputes, including general and workers' compensation claims

Mediator Style & Process Preferences

- * Help Parties identify and narrow issues so focus can be on essential elements of dispute then investigate options to reach resolution
- * Use skills of listening, communicating, and questioning to clarify issues, narrow disputes, focus on a mutually satisfactory resolution
- * Apply legal and mediation training and experience to help Parties reach a good, sound, practical

agreement.

Education	University of Pittsburgh School of Law (JD-1973); Indiana University of Pennsylvania (BA-1970)
Professional Licenses	Admitted to the Bar: Pennsylvania, 1973; U.S. District Court, Middle District of Pennsylvania, 1976; U.S. Supreme Court, 1980
Professional Associations	Pennsylvania Bar Association (Workers' Compensation Section); Pennsylvania Council of Mediators; National Health Lawyers Association; U.S. Department of Justice (Americans with Disabilities Project)
Recent Publications & Speaking Engagements	Contributor, "New WC Law for Health Care Lawyers/PBI," PBI Manual, 1993; contributor, "ADA - Training Manual for Pennsylvania," General Counsel's office/Continuing Legal Education, 1993
Mediation Rate	\$350 Per Hour
Languages	English
Citizenship	United States of America
Locale	Hacksneck, VA

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.