



AAA Mediation.org™

**FN-124993 MN-124993 LN-124993,
Esq.**

Rumford, Rhode Island



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Current Employer-Title Walter C. Hunter, LLC – Arbitrator/Mediator

Panelist Video <https://www.adr.org/videoresume?paramName=882926690>

Profession Arbitrator, Mediator

Work History Member, Walter C. Hunter LLC, 2019 – Present; Shareholder (Chair of the Higher Ed Practice Group), Littler Mendelson PC, 2008 – 2018; Vice President of Administration, Brown University, 2000 – 2008; Partner/Associate (Chair: Litigation Division, Labor and Employment Law Group), Edwards & Angell, 1982 – 2000; Captain, US Army, 1973 – 1979.

Experience Over 35 years of experience in complex employment law matters. Extensive experience in claims pertaining to: employment discrimination; employment agreements; whistleblower protection; sexual harassment; ADA, ADEA, FMLA, Title VII, FEP Act, FLSA, Civil Rights Act; pregnancy discrimination; equal pay; age, race, gender, disability, sexual orientation, religion discrimination; retaliation; payment of wages; wrongful termination; noncompetition agreements; workplace torts; min wage and overtime; independent contractor status; employee misclassification; executive employment agreements; defamation; confidentiality agreements; pension or other benefits.

Appeared before state courts, federal and state agencies regulating labor, fair employment practice, workplace standards and unemployment comp. Played key roles in cases of national significance.

Representative industries include: hospitals, manufacturers, banks, universities, nursing homes, supermarkets, visiting nurses associations, warehouses, hospitality, trucking, municipalities, restaurants, law firms, financial services, retail, media, newspapers, IT.

Served as Brown University's Vice President of Administration for eight years overseeing the following: HR, labor relations, facilities management, real estate, risk management, public safety, bookstore, transportation, environmental health and safety, insurance, training, benefits, EEO/AA.

Orchestrated comprehensive improvements in human resources programs. Implemented sensitive process of arming campus police. Chaired public safety oversight committee. Implemented numerous emergency preparedness enhancements. Drafted anti-sweatshop initiatives addressing overseas factories.

Mediator Experience

Served as an advocate for over 35 years - transitioned to the role of full-time neutral. Have successfully mediated numerous employment cases involving sensitive and complex claims such as whistleblower retaliation, FLSA overtime and race/disability discrimination.

**Representative Issues
Handled as a Mediator**

Whistleblower retaliation. FLSA overtime obligations. Payment of Wages. Disability discrimination. Race discrimination.

**Mediator Style & Process
Preferences**

Litigation is often the result of a breakdown in communication – a contentious process that is inefficient, costly, unpredictable, time consuming, divisive and risky. Indeed, it often yields a result that neither party wanted. Mediation offers parties the opportunity to have more control over the outcome of their dispute, and over the future. It is a more efficient, less expensive, and less risky process for the resolution of disputes.

An effective approach to mediation is to facilitate communication between the parties – to explore solutions they were reluctant to express to each other before, or to explore new solutions, not previously considered that can meet their objectives. Mediation provides parties with the ability to craft creative solutions that would simply not be possible through the adversarial process.

Every mediation is different, requiring different styles. However, a good mediator encourages parties to constantly rethink their positions, realistically assess the risk of failure, develop shared goals with their adversaries, and put aside personal antagonisms that impede settlement. A skilled mediator helps parties clarify misunderstandings, explore new areas of discussion and be sensitive to unspoken issues and relationships that sometimes interfere with thoughtful consideration of solutions.

Education

University of Virginia School of Law (J.D. - 1982); U.S. Military Academy, West Point (B.S. - 1973).

Professional Licenses

Admitted to the Bar: Rhode Island (1982); U.S. District Court: District of Rhode Island (1983), District of Massachusetts (1983); U.S. Court of Appeals, First Circuit (1989).

Professional Associations

American Bar Association; Rhode Island Bar Association; Former Member of Board of Directors - Center for Mediation & Collaboration RI., Member, Executive Board, RI LERA.

**Recent Publications &
Speaking Engagements**

Testified before joint subcommittees of Congress as an expert on NLRB issues; co-presented national webinar sponsored by the National Association of College and University attorneys; featured speaker at numerous national conferences; invited speaker before the annual meeting of The Labor Elections and Employment division of the AAA regarding the current and future state of arbitration; spoke before labor and employment law division of the Conn. Bar association on labor law developments; presented AAA webinar on Just Cause, presented AAA Webinar on Past Practices, presenter at 2023 RI Bar Annual Meeting on Arbitration and Mediation, speaker at 2024 URI/NAA Fall Conference on Cross Examinations.

Quoted by numerous national publications, including Bloomberg's BNA Health Reporter, Inside Higher Ed, Law 360.com, The Examiner and the Chronicle of Higher Education.

Mediation Rate

\$450 Per Hour

Languages

English

Citizenship

United States of America

Locale

Rumford, RI

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.