



AAA Mediation.org™

**FN-1291055 MN-1291055 LN-1291055,
Esq.**

Pasadena, California



Current Employer-Title Emily Boyle - Dispute Resolution

Profession Arbitrator, Mediator, Attorney

Work History Partner, Law Offices of Jonathan W. Biddle, 1998 – Present; Senior Counsel, Jackson, Lewis, Schnitzler & Krupman, 1993 – 1998; Senior Counsel, Buchalter, Nemer, Fields & Younger, 1986 – 1993; Senior Attorney, Unocal Corporation, 1980 – 1986.

Experience Over 30 years of experience handling employment, business and real estate arbitration, mediation, and litigation, in state and federal court at the trial and appellate levels. Areas of experience include discrimination, ADA (Americans with Disability Act - including accommodation and accessibility issues), sexual harassment, disability discrimination and accommodation, FMLA, wrongful termination, wage and hour (individual and class action), FLSA and other related employment cases, real property and broker commission disputes, partnership and business litigation. Administrative hearings and appeals in front of various state and federal agencies; conducted investigations into sexual harassment, discrimination and employment theft cases; trained personnel; conducted seminars; and authored articles and educational materials in a variety of employment-related subjects. Former employment as in-house labor/employment counsel to a major Fortune 500 corporation; senior counsel with two major national law firms. Legal practice after 1998 included representation of both plaintiffs and defendants.

Mediator Experience Over 30 years of experience as an advocate participating in mediations and over 19 years as a neutral mediator and arbitrator. Have mediated wage and hour state and FLSA individual and class action cases with significant amounts in dispute; wrongful termination and discrimination/public policy cases; sexual harassment cases; disability discrimination/FMLA cases; ADA accessibility, partnership dissolution cases; business breach of contract, real estate commission (multi party) and various other contract, real estate and general employment, business and consumer related matters.

Representative Issues Handled as a Mediator Wage and hour cases under both state and FLSA include class claims, mis-classification of employees, overtime, penalties, meal and rest break, split shift, PAGA; harassment cases include hostile environment and quid pro quo, sexual harassment issues; discrimination cases include layoff, failure to accommodate, ADA handicap accessibility and accommodation, failure to promote, race,

national origin, retaliation; partnership dissolution cases including asset allocation, defamation, trade secrets, non solicitation issues and unfair competition. Consumer cases.

Mediator Style & Process Preferences	I expect the parties to be prepared with evidence and to have conducted enough discovery (in most cases) to make mediation productive. I rarely use joint opening sessions unless the parties agree in advance that they would be helpful or I feel that it would facilitate the mediation process. My approach is to spend the first phase understanding the facts and issues of the case, the second evaluating the strengths and weaknesses of each party's side and understanding any emotional/practical issues. The final phase of the mediation is bringing the parties to a realistic evaluation of their case and resolution. I believe that it is critical to respect the confidentiality of the process and work to gain the trust of each side.
Technology Proficiency	Available for both in-person and virtual hearings.
Education	University of California at Los Angeles (BA, Political Science-1977); Southwestern University (JD-1980; top 3% of class, cum laude).
Professional Licenses	Admitted to the Bar, California, 1980. U.S. District and Court of Appeals, various circuits, including Ninth; U.S. Supreme Court. Real Estate Broker, California 1995.
Professional Associations	State Bar of California (Employment Law Section, Past Chair); Los Angeles County Bar Association (Labor and Employment Law Section); Southern California Mediation Association.
Recent Publications & Speaking Engagements	Frequent speaker on employment law topics, including sexual harassment and wrongful termination. "Employment Law Litigation After Foley - A Defense Perspective," SOUTHWESTERN LAW REVIEW 3, 1989.
Locations Where Parties Will Not be Charged for Travel Expenses	No fee is charged for travel time within a 25 mile radius of downtown Los Angeles or within the city of Santa Barbara.
Mediation Rate	\$6,000 Per Day
Languages	English
Citizenship	United States of America
Locale	Pasadena, CA

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.