



AAA Mediation.org™

**FN-1388473 MN-1388473 LN-1388473,
Esq.**

Glenview, Illinois



Current Employer-Title	Mediation & Arbitration Services
Profession	Attorney, Arbitrator, Mediator, Fact-finder, Interest Arbitrator, Teacher, Lecturer, Published Author
Work History	Arbitrator and Mediator, Self-employed, 1999 – Present; Judge, Circuit Court of Cook County Illinois, 1974 – 1999; Assistant Corporation Counsel, City of Chicago Law Department, 1966 – 1974.
Experience	Served as a neutral since 1974. From 1999 to Present, has been a full time mediator and arbitrator on various different panels addressing diverse issues including employment involving compensation and benefits, classification issues, (employee or independent contractor), discrimination, raiding, rehabilitation claims, whistleblower claims, misclassification claims, independent contract claims, harassment, and whistle blowing, professional malpractice, insurance coverage, tort claims, commercial and other contract disputes, estate and trust conflicts, security industry issues, and other miscellaneous matters. Has heard cases covered by FLSA, FMLA, Title VII, ADA, and 42USC 1983. From 1974 to 1999, served as a judge in a court of unlimited jurisdiction hearing every type of case. From 1967 to 1974, had extensive experience in the General Counsel Division of the Office of the Corporation Counsel issuing legal opinions; giving counsel to municipal officials and employees; and representing the city's departments, officers, and employees in state and federal administrative and court proceedings in diverse matters including contract, tort, licensing, employment, legislative, regulatory, real estate and zoning, civil rights, environmental, constitutional law, and human rights. Capable of hosting arbitrations and mediations by zoom video.
Mediator Experience	Handled diverse types of matters usually with only two parties, but often with multiple parties with complex legal, factual, and emotional issues based on contract, tort, and sometimes a combination of legal theories with private persons, companies, and governments in various combinations where millions of dollars were in issue, but also involved were the need for insuring future relationships, confidentiality, and public perceptions.
Representative Issues Handled as a Mediator	Caseload is varied and therefore, a few cases do not define practice. Mediated a dispute between two major corporations involving raiding of key employees in various regions of the country where settlement allowed the dismissal of two federal cases, two state cases, and an NASD (now FINRA)

arbitration involving subsidiaries - all in different states. Has resolved a construction dispute involving multiple parties with multiple contractors all denying responsibility with lien issues as well. Resolved death and injury claims in several cases involving various health care providers in hospitals, nursing homes, and doctor/dentist offices. Resolved numerous securities matters involving suitability, alleged fraud, and conflicts. Resolved matters involving breach of trust and abuse of fiduciary responsibilities for executors in probate, lawyers giving advice, and other professionals with social relationships with the client.

Issues involved in labor disputes included raiding and solicitations, extent of injury, qualifications, accuracy of employment application, overtime, contract interpretation and past practice.

Mediator Style & Process Preferences	I serve in the manner desired by the parties. I tend to begin using a facilitative method but will become evaluative as the parties direct especially with an impasse. I can also be transformative for certain persons when appropriate and when desired by the parties and counsel. In summary, I am flexible. It is always best, when possible, for the parties to control the process and the results. No one style fits all and I must be attuned to the individual dynamics and respond to the particular needs without having any particular design on any given result.
Technology Proficiency	Able to host Zoom video and facilitate all functions such as shared screen feature, breakout rooms, and coach the unfamiliar parties. Can receive documents on line for review and issue awards in a paperless manner reducing costs to all participants. Zoom video hosted by neutral or parties, telephone or e-mail communication.
Education	DePaul University (JD-1966); University of Wisconsin (BS, Psychology-1963).
Professional Licenses	Admitted to the Bar: Illinois (1966).
Professional Associations	Illinois Judges Association (Ethics Committee, Past Secretary; Publications Committee, Past Secretary); Illinois State Bar Association (Bench Bar Section, Past Secretary/Vice Chair/Chair/Ex-officio; Alternative Dispute Resolution Section, CLE Committee, Past Secretary/Vice Chair/Chair/Ex-officio; Publications Committee, Past Secretary/Vice Chair/Chair, Ex-officio); The Seventh Circuit Bar Association; National Association of Railroad Referees, Vice President, (2019-2021); Decalogue Society of Lawyers (Past Member of Board of Directors); International Academy of Dispute Resolution (Past Member; Past Board Member).
Recent Publications & Speaking Engagements	<p>PUBLICATIONS:</p> <p>Various articles in the ADR Section Council Newsletter, the Bench Bar Section Council Newsletter, and the Labor & Employment Section Counsel Newsletter of the Illinois State Bar Association and lectures on ADR for the Decalogue Society of Lawyers. On the Books column, "The Foundation for Future Actions," CHICAGO LAWYER, vol. 31, no. 12, p. 32, A Publication of Law Bulletin Publishing Company, December 2008; Chair's monthly newsletter column, newsletter of Bench Bar Section Council of Illinois State Bar Association, June 2002 - June 2003; and "Alternative Dispute Resolution," June 2005 - June 2006; author of numerous articles as co-editor, monthly newsletter of Bench Bar Section of Illinois State Bar Association, 1975-02; editor-in-chief (author of numerous articles, introductions, sidebars, etc.), ILLINOIS BAR JOURNAL, 1988-90; introduction and sidebars on Bicentennial Constitution Commemoration, ILLINOIS BAR JOURNAL, October 1986 - September 1987; contributor as member of editorial board, FAMILY ADVOCATE, American Bar Association, June 1985 - July 1986; author of various opinions, OPINIONS OF THE CORPORATION COUNSEL AND ASSISTANTS FOR 1973-1979 CHICAGO, vol. 27, 1980; "Commentary on Confessions of Judgment," ILLINOIS BAR JOURNAL, vol. 68, no. 9, May 1980; "Update on Garnishment Practice," NORTHWEST SUBURBAN BAR ASSOCIATION JOURNAL, vol. 3, no. 8, May 1980; "What's New in Garnishment Practice," NORTHWEST SUBURBAN BAR ASSOCIATION JOURNAL, vol. 3, no. 6, March 1980; "Some Thoughts on Supervision As a Disposition in Minor Criminal Cases," ILLINOIS STATE BAR ASSOCIATION JUDICIAL ADMINISTRATION NEWSLETTER, vol. 5, October 1976; "Insurance Company Insolvencies," DEPAUL LAW REVIEW, vol. XV, no. 1, Autumn-Winter 1965. Various book reviews on fictional books and other articles in The Chicago Daily Law Bulletin on legal related issues such as April 7, 2017 page 4 column 2 "Karolina's Twins"; March 1, 2019 page 5 column 4 "The Girl from Berlin"; April 15, 2019 page 7 and 9 column 1 on each "The Trust"; July 22, 2019 The Last Chance Lawyer" Volume 165 No 140. The "Intermediary Program - A 40 Year Uncompleted Project of the Illinois State Bar Association" in Bench Bar Newsletter of ISBA Bench & Bar Section February 2019, Vol. 49, No 6. "Blessing or Curse - Having an Eclectic ADR</p>

Practice" published both in ADR and Bench Bar Section Councils Newsletters 2018. "An Inappropriate Mediator" in Tort Trends of ISBA Tort Section Council April, 2019, Vol 54, No. 5, pages 3-5. Book Review for Decalogue Tablets of the Decalogue Society of Lawyers Spring 2020 "The Coffee Trader" by David Liss. Introduction to article by J.D. Jordan, (a public arbitrator) in the Bench Bar Newsletter of the Illinois State Bar Association March 2020 Vol 50 No 6 "Reflections on Ethics, Morality, and Codes of Personal Conduct." October 2020 Article: "Together We Can Teach New Ways to Resolve Grievances" in ISBA Newsletter of ADR Section Council Newsletter Vol 27 No 2 pages 4, 5, & 6; Author, Becoming a Judge: An Inside Story, published by Bethesda Communications Group, 2022. "Every One of Us Makes a Difference!" Vol 61 #3 December 2023 Newsletter of Labor & Employment Section Council of ISBA; "Reflections for History" Vol 15 #1 Newsletter of Senior Lawyers ISBA

SPEAKING ENGAGEMENTS: Mediation Trainer, National Judicial College, August 2005, 06, 07, 08; "Mediation," Circuit Court of Cook County, Illinois. Lecture October 2012 Decalogue Society of Lawyers "Selection of ADR Processes." Taught mediation advocacy to second year law students IIT Kent College of Law March 10, 2021. Taught mediation advocacy to second year law students at Loyola University College of Law in Chicago 10/20/22; Also taught Marquette University Law School class on mediation advocacy. Moderator and Panelist, on ADR at AAA and FINRA with agency reps and lawyers for claimants and respondent.

Locations Where Parties Will Not be Charged for Travel Expenses Host virtual hearings by Zoom video at no charge.

Mediation Rate \$450 Per Hour

Languages English

Citizenship United States of America

Locale Glenview, IL

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.