



AAA Mediation.org™

**FN-1894832 MN-1894832 LN-1894832,
Esq.**

Palatine, Illinois



Current Employer-Title DePaul College of Law – Adjunct Professor

Profession Attorney, Arbitrator, Mediator; Educator
Program Director, Labor and Employment Council, The Conference Board

Work History Adjunct Professor, DePaul College of Law, 2013 – Present; Clinical Professor and Director of Advanced Mediation as Advocate Clinic, DePaul College of Law 2015-2019; Of Counsel (2009 – 2015)/Partner, Schiff Hardin LLP, 1999 – 2009; Principal, Brittain Sledz Morris & Slovak, 1989 – 1999; Partner/Associate, Seyfarth Shaw Fairweather; & Geraldson, 1971 – 1989; Instructor, Indiana University Law School, 1970 – 1971.

Experience Has served as a mediator since 1999. In 2004, completed a 40 hour course in Mediation at the DePaul Center for Conflict Resolution. Has mediated over 200 cases, most in the employment area.

Began law career teaching law school at the Indiana University Law School in Indianapolis, Indiana for one year. In 1971, began practicing labor and employment law in Chicago, Illinois. Part time faculty at Columbia College. Has also served as an adjunct instructor at Loyola University Graduate School of Business and a guest lecturer at a number of law schools.

Represented both plaintiffs and defendants in employment litigation, including cases in the Illinois Department of Human Rights, NLRB and EEOC. Has also represented plaintiffs and defendants in state and federal courts on issues arising from Title VII, the FMLA, ADA, ADEA and other statutes. Litigated wrongful discharge cases raising tort and contractual theories. Has also handled appeals in various circuits of the U.S. Court of Appeals, the Illinois Appellate courts and the South Dakota Supreme Court.

Traditional labor law has also been an area of specialty. Has advised clients on various union and collective bargaining issues. Acted as the chief spokesperson in collective bargaining negotiations on numerous occasions over the last 30 years. Also served as an advocate in over 200 labor and employment arbitrations. Asked numerous times to serve as an impartial investigator with regard to allegations of harassment.

Mediator Experience	Has acted as mediator since 1999 in cases involving employment issues in retail, construction, manufacturing, restaurants, real estate, medical, educational institutions, not-for-profits, temporary employment agencies and service industries.
Representative Issues Handled as a Mediator	Issues in employment mediations have included sex discrimination and sexual harassment, age discrimination, race discrimination, and disability discrimination. Has mediated disputes involving real estate, leases, contracts, torts and marital disputes.
Mediator Style & Process Preferences	<p>I believe the mediation process provides parties with an opportunity to craft a settlement that is acceptable to both sides and not have a result imposed on them. It is my belief that the mediator should function as a guide and helper to the parties in finding an equitable resolution.</p> <p>I try to adjust my style to the parties and their advocates to increase the likelihood of settlement. I never impose my own thoughts of what is a fair settlement, but will discuss the strengths and weaknesses of the case and try to assist the parties in finding a just result. I believe my broad background in the employment field allows me to assist in finding a resolution.</p>
Technology Proficiency	Has mediated many cases on the Zoom platform
Education	The University of Michigan Law School (JD, magna cum laude, Order of the Coif, Law Review, Associate Editor-1970); Valparaiso University (BA, Business-1967)
Professional Licenses	Admitted to the Bar: Illinois, 1970
Professional Associations	Chicago Bar Association (Labor & Employment Law Section, Chair); American Bar Association (Labor & Employment Law Section, Employment Rights, Sub-Committee Chair of other various committees); International Mediation Institute (IMI) Certified Mediator; College of Labor & Employment Lawyers (Fellow)
Recent Publications & Speaking Engagements	<p>PUBLICATIONS: Co-Author, "When Did Intermittent Become a Noun?" EMPLOYMENT LAW STRATEGIST, February 2011; Co-Author, "Employee References: Even if You Have Something Nice to Say, Should You Say Anything at All?" EMPLOYMENT LAW STRATEGIST, January 2010; "Arbitrate or Litigate? Choose Your Poison" EMPLOYMENT LAW STRATEGIST, February 2009; "Claims of Harassment: Protecting Employees and Their Employers" EMPLOYMENT LAW STRATEGIST, December 2007; Co-Author, "Tax Issues in Employment Discrimination Cases" ILLINOIS BAR RECORD, Illinois Bar Association, December 2005.</p> <p>SPEAKING ENGAGEMENTS: Frequent speaker at seminars on labor and employment topics. "Family Responsibilities 2.0: Workplace Issues Beyond the FMLA" (Co-Presenter) Schiff Hardin LLP webinar (May 19, 2010); "At-Will Employment and Trends in Employment Litigation" Lorman Education Services, Chicago, IL (June 19, 2008); "Employee Discharge and Documentation in Illinois" Lorman Education Services, Alsip, IL (October 14, 2008).</p>
Locations Where Parties Will Not be Charged for Travel Expenses	There will be no charges for travel expenses in the Greater Chicago area. The hearings may be conducted in- person, virtually or a hybrid based on the parties agreement.
Mediation Rate	\$300 Per Hour
Languages	English
Citizenship	United States of America
Locale	Palatine, 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.