



AAA Mediation.org™

**FN-2801255 MN-2801255 LN-2801255,  
Esq.**

Ojai, California



**Current Employer-Title** Strauss Law Group - Attorney

**Professional Summary** Practicing employment law for over 45 years representing both local and national employers and employees in individual and class action cases.

**Profession** Attorney, Arbitrator, Mediator

**Work History** Attorney, Strauss Law Group, 2020-Present; Principal, Strauss Law Group, APC, 2007-2020; Managing Partner, Strauss Uritz, APC, 1999-2007; Partner, Fairfield, McDonald, Strauss & Uritz, 1986-1999; Deputy District Attorney, County of Ventura, 1985; Assistant County Counsel, County of Ventura, 1977-1986.

**Experience** Extensive experience in all aspects of employment law. Represented national chain stores, smaller employers and employees throughout California in employment litigation involving terminations, false imprisonment, whistleblowing, discrimination (race, sex, age, disability, religion, pregnancy), sexual harassment, wage and hour, defamation, liberty interests, workplace investigations, resume fraud, agricultural employees, OSHA compliance, child labor in entertainment, FMLA and CFRA compliance, DFEH and EEOC claims, investigations and hearings, California Wage Orders, FLSA, ADA, ADEA, exempt v. non-exempt, and other matters. Represented top executives, managers and rank-and-file employees of private and publicly traded companies involving contract, relocation, compensation, severance and terminations. Experience handling disability retirements, civil service, school district discipline and terminations as well as construction defect, mold and trade secret litigation. Class-action involvement has been both on the plaintiff and defendant sides involving classification of independent contractors, applicability of state v. federal law, commercial truck drivers, piece rate compensation, joint employment, meal and rest breaks, overtime, expense reimbursements, travel time, donning and doffing, PAGA and other wage and hour issues. Non-litigation including drafting employment contracts, handbooks and policies, and addressing legal and practical HR issues for clients on a daily basis.

**Mediator Experience** Served as a court appointed mediator and arbitrator for the Ventura County Superior Court. Privately mediated approximately 50 cases. Served as litigation counsel for both plaintiffs and defendants in +100 mediations.

<b>Mediator Style &amp; Process Preferences</b>	My approach to mediating a dispute is a series of steps. I want to go into the mediation having evaluated the legal issues and the strengths and weaknesses of the respective legal case relying on the parties to thoroughly brief the issues prior to mediation. At the mediation, I focus on the interests at stake, i.e., what is this dispute all about. I have found that most disputes are not just about money, particularly in non-class employment cases. However, in all cases, I look for creative ways to balance all of the issues, whether they are legal, emotional and/or financial to facilitate a result acceptable to all concerned. When appropriate, I will remain engaged with the parties post mediation if there is a chance to get the matter resolved.
<b>Technology Proficiency</b>	Tech savvy and able to conduct hearings by Zoom and similar platforms.
<b>Education</b>	University of California, Hastings College of the Law (JD-1976); University of California (BA, History-1973).  Conflict Management Institute (Mediation Certificate-2002); Hastings College of the Law (College of Trial Advocacy-1980).
<b>Professional Licenses</b>	Admitted to the Bar: California (1976); in all California Federal Courts; U.S. Court of Appeals: Ninth Circuit; U.S. Supreme Court.
<b>Professional Associations</b>	California Bar Association; California Lawyers Association; Labor & Employment Law Section; Ventura County Bar Association (current member and President 2009); Ventura Legal Services Program (President 2010); Ventura County Legal Aid, Inc. Board of Directors Executive Committee (current).
<b>Mediation Rate</b>	\$5,500 Per Day
<b>Languages</b>	English
<b>Citizenship</b>	United States of America
<b>Locale</b>	Ojai, 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.