



AAA Mediation.org™

**FN-2924145 MN-2924145 LN-2924145,  
Esq.**

**Manitou Beach, Michigan**



<b>Current Employer-Title</b>	Rayle ADR Solutions PLLC – Member/Partner
<b>Profession</b>	Attorney
<b>Work History</b>	Member/Partner, Rayle ADR Solutions PLLC, 2020 – Present; Partner, Howard & Howard Attorneys PLLC, 1985 – 2020; Associate Attorney, Miller Johnson Snell & Cummiskey, 1981 – 1985; Associate Attorney, Dickinson Wright, 1978 – 1981.
<b>Experience</b>	Experience includes extensive work relating to litigation under most federal and state employment and discrimination laws, including wrongful discharge, Title VII American with Disabilities Act, Age Discrimination in Employment Act, Family and Medical Leave Act, Section 301 (Labor Management Relations Act), ERISA, Covenants Not To Compete, Whistleblower’s Protection Act, ERISA, Fair Labor Standards Act, Federal False Claims Act, EEOC and Michigan Department of Civil Rights and other state agency administrative proceedings, OSHA; defense and enforcement of trade secret, non-compete and confidentiality agreements, employment arbitration, employment class action defense, sales commission cases. Employment law experience has also included numerous labor arbitration cases under collective bargaining agreements as both an advocate and an arbitrator.
<b>Representative Issues Handled as a Mediator</b>	Discrimination, Wrongful Discharge, Noncompetition agreements, commercial disputes.
<b>Mediator Style &amp; Process Preferences</b>	Facilitated Mediation of disputes.
<b>Education</b>	Wayne State School University Law School (Juris Doctorate-1978); Michigan State University (Bachelor of Arts in Economics-1975).
<b>Professional Licenses</b>	Admitted to the Bar: Michigan, 1978; U.S. District Court: Eastern and Western Districts of Michigan; U.S. Court of Appeals: District of Columbia Circuit, Sixth Circuit.

<b>Professional Associations</b>	State Bar of Michigan (Sections on Labor Law, Litigation, and Alternate Dispute Resolution; American Bar Association (Section on Alternate Dispute Resolution); Oakland County Bar Association;
<b>Recent Publications &amp; Speaking Engagements</b>	<p>Rightful Discharge: The Application of Toussaint to Banking Institutions, Michigan State Bar Journal, 66, 373, 1987</p> <p>Employment at Will in Michigan: A Survey of Recent Significant Case Decisions, Laches (Oakland County Bar Association), May, 1989</p> <p>Tort Claims in Wrongful Discharge Cases, Laches (Oakland County Bar Association), April, 1990</p> <p>Defending Claims of Sexual Harassment, Michigan Defense Trial Counsel/Association of Defense Trial Counsel News Brief, February, 1992.</p>
<b>Locations Where Parties Will Not be Charged for Travel Expenses</b>	Greater Detroit, Michigan Area.
<b>Languages</b>	English
<b>Citizenship</b>	United States of America
<b>Locale</b>	Manitou Beach, MI

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.