



AAA Mediation.org™

**FN-4725117 MN-4725117 LN-4725117,
Esq.**

Baltimore, Maryland



Current Employer-Title Jeff Trueman, Esq., LL.M, Mediator Arbitrator

Work History Full-time Mediator/Sole Practitioner, Jeff Trueman, Esq., 2018 – Present; Director of Civil ADR, Circuit Court for Baltimore City, 2012 – 2018; Sole Practitioner, Law Offices of Jeffrey Trueman, Esq., 2002 – 2012; B&O Railroad Museum, 2001-2002; Safe & Sound Campaign, 2000-2001; Associate Attorney, Kollman & Saucier, P.A., 1998 – 2000.

Experience Over 20 years as an attorney specializing in real property and employment matters and 19 years as a mediator of a wide variety of litigated disputes (2,000+ conducted thus far). Previous Director of ADR at the Circuit Court for Baltimore City, overseeing more than 70 court-appointed neutrals who conducted over 1,000 mediations and settlement conferences per year. Frequent public speaker and presenter of mediation and negotiation-related dynamics at law schools, law firms, and litigation conferences.

Mediator Experience Employment disputes:
* discrimination in private sector employment (gender, disability, age, national origin, pregnancy, race)
* sexual harassment in higher education
* wage and hour cleaning services company
* professional services contracts

Partnership dissolution:
* law firm (with marital divorce pending between principals of the firm)
* restaurant ventures

Interpersonal disputes:
* closely-held business dissolution
* between surviving children and significant other regarding settlement proceeds from wrongful death lawsuit
* between biological unmarried parents over settlement proceeds from wrongful death of infant child

- * estate undue influence allegations between siblings

Commercial disputes:

- * transfer and sublease of nursing homes
- * priority of competing liens on commercial brewing equipment
- * debt collection against shopping center retail tenant
- * breach of gaming machines services contract

Construction:

- * delay, work-order changes and defective work allegations at residential apartment building
- * delay and contract time extensions in highway construction project
- * upgrades to wastewater treatment facility failed to meet EPA standards
- * defective demolition and reconstruction of marine bulkheads, seawalls, and piers, and allegations of safety and permit violations
- * damage to neighboring residence caused by expansion of non-profit facility

Medical malpractice:

- * wrongful death following treatment of back and neck pain
- * eye surgery (cataract) complications due to sudden movement by patient during procedure
- * sepsis after perforation of bowel during spinal surgery
- * steroid treatment of child with asthma
- * birth injuries (shoulder dystocia, asphyxia and hypoxic ischemic encephalopathy, circulatory necrosis in extremities)

Trucking and commercial transportation accidents:

- * wrongful death after handicapped scooter tipped over in medical transport van
- * wrongful death and catastrophic injuries to highway bystanders
- * catastrophic injuries to person changing flat tire on side of road
- * pedestrian in trucking yard

Nursing homes:

- * wrongful death nursing home, failure to supervise resident who left the facility
- * wrongful death nursing home, failure to treat urinary tract infection
- * injuries from patient neglect (standard of care)
- * resident and visitor slip-and-falls

Personal injury:

- * apartment fire (personal injuries and damage to personal property)
- * motor torts, pedestrians, motorcycle and bicycle injuries (liability and nature and extent of damages)
- * traumatic brain injuries and catastrophic injuries in motor vehicle accidents
- * catastrophic injuries caused by gunshot wounds in a parking garage (premises liability dispute)
- * medical facility premises liability (slip and falls)

Environmental torts:

- * asbestos mesothelioma (manufacturing, brake dust, and talcum powder)
- * lead paint poisoning liability and nature and extent of damages (landlord / tenant - insured and uninsured, single and multiple units) and mortgagee liability
- * mold (apartment complexes, residential property and motor vehicle)
- * bed bug infestation of hotels and apartment units

Insurance subrogation after fire damaged commercial warehouse

Excessive force:

- * private security officers working as bouncers at bars and as independent contractors at apartment complexes
- * municipal law enforcement officers (wrongful suspicion of illegal activity, allegations of “driving while Black”)
- * juvenile detention center

Qui tam medical billing

Legal malpractice:

- * wrongful settlement of a civil case
- * conflict of interest in creation of a venture capital partnership

Real property:

- * failure to disclaim / disclose defects (basement water, roof defects, HVAC defects, sewage)
- * condominium association's alleged allowance of second hand smoke to infiltrate resident's unit

Representative Issues Handled as a Mediator

Interpersonal conflict in the workplace, family businesses and closely-held corporations, among surviving siblings and spouses and significant others concerning the distribution of retirement and estate proceeds, partnership dissolution and shareholder disputes, among high-conflict personalities, and when facilitating distributive and interest-based negotiations.

Defamation in social media, allegations of sexual abuse and rape (multiple defendants).

Duty and performance as defined by contract, imposed by law, or professional obligation (such as attorney, doctor, accountant or other licensed professional) or undertaken as officer, partner, director, managing member, agent, representative, principal, employer or employee.

Negligent acts and omissions; tortious conduct such as fraud, trespass, misappropriation, infringement, conversion, transfer and concealment of assets, unfair business conduct, interference with contract, failure to perform, or unjust enrichment.

Assessments regarding the value of services, goods, property, personal or financial services, economic and non-economic damages, loss of opportunity, and torts such as personal injuries and wrongful death claims.

Allocation issues concerning contribution from multiple insurance policies or distribution of insurance proceeds among multiple injury and death claims.

Automobile and trucking accidents regarding liability and nature and extent of injuries.

Professional malpractice (medical and legal) concerning breach of standard of care, causation and damages.

Employment disputes concerning Title VII discrimination, ADEA, FLSA, FMLA, failure to accommodate disabilities under the ADA, wage and hour, breach of professional services or other employment contracts, and denial of opportunities (i.e., promotion, assignment, commission, stock options, profit sharing, deferred compensation, and severance pay).

Environmental and toxic torts such as mold, lead paint, and asbestos.

Construction disputes regarding delays, cost overruns, extra work, design and construction defects, water infiltration, improper renovations, and condominium council claims against owners or developers (waterfront development, wastewater treatment facilities, and apartment complexes).

Insurance subrogation after fire and other damage to real property.

Excessive force of municipal law enforcement and private security services.

Mediator Style & Process Preferences

I am a certified online mediator who is comfortable using video conferencing and other technologies that increase efficiency, reduce costs, and keep participants safe.

My goal is to help parties find a way to solve problems and resolve disputes. My job starts the minute I accept a case. I work until it settles. My style may change over the life of a case, adapting to the needs and requests of the parties. Expect me to listen, ask questions, negotiate, problem-solve, evaluate, propose, and at times direct. We will have frank discussions about the risks and potential benefits of resolving the dispute through negotiation instead of litigation or arbitration.

I begin working on the case before I receive confidential statements. I will call or meet with counsel

or party representatives to talk about relevant history, important facts, and your positions on key issues before we meet. We will also discuss the following:

- * What, if anything, needs to occur for the parties to be fully prepared to resolve the case?
- * Who will participate? Who should participate?
- * What is the status of insurance coverage?
- * The time, location, and other logistics of the mediation (or online mediation).
- * Your suggestions to improve the effectiveness of the mediation process.

Education

LL.M Dispute Resolution, Straus Institute of Dispute Resolution, .Pepperdine School of Law (2022); University of Baltimore, School of Law (JD, cum laude-1998); Berklee College of Music (Bachelor of Music-1989).

Professional Licenses

Admitted to the Bar: Maryland (1998).

Professional Associations

Distinguished Fellow, International Academy of Mediators, an invitation-only membership organization consisting of some of the most successful commercial mediators in the world.

National Association of Distinguished Neutrals

Association of Attorney Mediators

International Council for Online Dispute Resolution, Full Member

Maryland State Bar Association

Bar Association of Baltimore City

Baltimore County Bar Association

Montgomery County Bar Association

Prince George's County Bar Association

Recent Publications & Speaking Engagements

Selected Publications:

The First Principle Is Not To Fool Yourself, Maryland Daily Record, April 18, 2022

Overconfidence and Risk (Mis)management in Settlement Decisions, Maryland Daily Record, May 26, 2021

Subject Matter Expertise in Mediation, co-authored with Hon. J. Mark Coulson, U.S. Magistrate Judge for the District of Maryland, Maryland Daily Record, January 7, 2021

Managing Mistrust in Mediation, Maryland Daily Record, October 27, 2020

Mediation in the World of Commercial Dispute Litigation: An Inside Look at the Challenges for Counsel, Mediators, and Insurance Claims Professionals, 2020, WASHINGTON UNIVERSITY JOURNAL OF LAW AND POLICY , Vol. 63

Online Mediation: The Wheels of Justice Keep Turning, Maryland Daily Record, March 30, 2020

“This is Mediation so it’s Confidential, Right?” Confidentiality Tips When Mediating Disputes In and Out of Maryland State Courts, The Defense Line, a publication from Maryland Defense Council (March 2020)

By Rejecting Evaluation, Maryland’s New Mediator Standards Present Significant Practice Issues for Commercial Cases, Alternatives to the High Cost of Litigation, Newsletter of the International Institute for Conflict Prevention & Resolution (March 2020)

Helping Parties Save Face in Employment Mediation (three-part series), Maryland Daily Record,

February–March 2020

Early mediation (two part series), Maryland Daily Record, November 2019

Beware the Urge to Win. It might backfire. Maryland Daily Record, August 16, 2019

Eight Seasons of War in ‘Game of Thrones’ Lead to ADR, Maryland Daily Record, June 26, 2019

How to Manage High-Conflict Personalities, Maryland Daily Record, March 1, 2019

Still Crazy after All These Years: How Five Local Courts Manage Asbestos Litigation and Whether Comparable Case Values Can Help Calm the Craziness, UNIVERSITY OF BALTIMORE LAW REVIEW, Vol. 47, No. 3 (2018)

Fostering Safety, Trust & Measurable Results: Evaluating Facilitated Police-Community Dialogue Programs, ACResolutions Magazine, September 2017

Is it Live or a Soundalike?: Federal Copyrights in Soundalike Recordings and Preemption of State Publicity Claims, JOURNAL OF INTELLECTUAL PROPERTY, CHICAGO-KENT COLLEGE OF LAW, Vol. 1, No. 1 (1999)

Selected Speaking Engagements:

Keeping Your Head in Mediation, Association for Conflict Resolution, Chicago Chapter, June 13, 2022

Maryland State Bar Association Annual Legal Summit, June 2, 2022, “Digging Deep Into How Attorneys Get The Most From Their Mediators,” co-presented with Doug Furlong, Esq.

“Mediation Ethics: Implicit Bias, Race and Mediator Awareness,” Maryland State Bar Association, ADR Spring Seminar, May 24, 2022.

Legal Excellence Week, Maryland State Bar Association (MSBA), Employment Law Institute, “Successfully Mediating Employment Cases,” March 2022

Emerging Litigation Podcast, HB Litigation Conferences, “Where’s Your Head? Managing the Mind in Mediation” January 2022

Online Mediation: Technologies & Strategies, Maryland Defense Council, June 2020

Strategic Thinking and Tech Issues in Online Mediation, Maryland Association of Justice, May 2020

No Need to Freak Out: A Conversation About Security of Online Video Platforms, April 2020 Maryland State Bar Association (MSBA)

Learning How to Mediate with Zoom, private training for ADR professionals, April 2020

Pre-Session Tips for Success, Co-presenter, International Academy of Mediators, November 2019 Fall 2019 conference, Scottsdale AZ

Claims Litigation Management Alliance, Claims College, Faculty and Executive September 2020-17 Council, School of Mediation, Baltimore, MD

Developing People Skills, Presenter, Anne Arundel County Circuit Court. June 2019, Annapolis, MD

Settlement Psychology Webinar. Co-presenter, HB Litigation Conferences. March 2019

Mediation Rate	\$500 Per Hour
Languages	English
Citizenship	United States of America
Locale	Baltimore, MD

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.