



AAA Mediation.org™

**FN-5696711 MN-5696711 LN-5696711,
Esq.**

New York, New York

Current Employer-Title Deborah A. Shapiro LLC - Owner

Profession Attorney, Arbitrator, Mediator, Workplace Investigator, Adjunct Law Professor

Work History Owner, Deborah A. Shapiro LLC, 2004-Present; Adjunct Professor of Law, NYU School of Law, 2023-Present; Adjunct Professor of Law, Fordham University School of Law, 2007-Present; Of Counsel Attorney, Brune & Richard LLP, 2004-2007; Attorney, Nixon Peabody LLP, 1999-2003; Attorney, Thelen Reid & Priest LLP, 1998-1999; Attorney, Rains & Pogrebin P.C., 1995-1998.

Experience Arbitrator and mediator since 2004. Employment and labor lawyer since 1995.

As arbitrator, broad experience handling commercial and employment matters. Arbitrated numerous business and employment disputes in financial services industry and variety of other industries (e.g., issues involving federal, state, and local employment laws, contractual matters, fraud, misappropriation, securities laws, investments, cryptocurrency, suitability, supervisory responsibilities, fee agreements, and other business, financial, and employment matters).

As mediator, extensive experience addressing panoply of issues (e.g., contracts, partnerships, compensation, discrimination, harassment, retaliation, wage and hour, accommodation, misconduct, confidentiality, disparagement, misappropriation, leadership, leaves of absence, bullying, and other matters).

As employment lawyer, comprehensive experience on all sides of workplace issues, yielding deep understanding of the employment relationship. Exclusively focused on conducting workplace investigations as neutral factfinder. Prior to this, for approximately 15 years, counseled both employers and employees on matters relating to federal, state, and local laws (e.g., FLSA and other wage and hour statutes, discrimination, harassment, retaliation, accommodation, whistleblower), contracts (e.g., restrictive covenants, executive compensation, confidentiality, consulting, commissions, severance), and common law (e.g., independent contractor, disparagement, fraud and other misconduct). From 1995 until 2003, practiced employment and labor law at law firms, including representing clients in arbitration and mediation and litigating before federal and state courts and administrative agencies.

Mediator Experience Mediator since 2004. Mediated discrimination charges for U.S. Equal Employment Opportunity Commission from 2004-2008. Mediating employment cases (FLSA, Title VII, ADA, ADEA, FMLA, contract and other claims) for U.S. District Court for the Southern District of New York ("SDNY") since 2011 and for United States District Court for the Eastern District of New York ("EDNY") since 2017. Independently engaged to mediate wage and hour matters, contract disputes, discrimination claims, discordance between co-workers, and other issues. Mediated cases involving claims against multinational corporations, not for profit organizations, municipalities and government agencies. Served on SDNY's Mediator Advisory Committee from 2015-2018 and working group that developed a pilot protocol for mediating FLSA cases.

Representative Issues Handled as a Mediator	Discrimination and harassment relating to gender, race, ethnicity, national origin, sexual orientation, age, religion, disability, pregnancy, other protected categories under Title VII, ADA, ADEA, Section 1981, New York State and New York City Human Rights Laws. Wage and hour issues under FLSA and New York State Labor Law (e.g., unpaid overtime, misclassification, failure to pay minimum wage, recordkeeping, wage notices, other issues). Employment contract disputes. Retaliation for protected activity under various statutes. Accommodation issues relating to disability and religious beliefs. Leave issues under FMLA, ADA, other laws.
Mediator Style & Process Preferences	Regard mediation as an opportunity for all parties to improve their status quo and mitigate uncertainty. Mediator's role is to efficiently guide parties to resolution through: intense listening; understanding the parties' interests, the facts, and the law; thoughtful analysis and assessment; creativity; persistence; and frank communication. Expect parties to be prepared, engaged, forthcoming, and flexible.
Education	Cornell Law School (JD, Bureau of National Affairs Award-1995); University of Oxford, Saïd Business School, Balliol College (MBA, Dean's List-2003); Brandeis University (BA, summa cum laude-1992).
Professional Licenses	Admitted to the Bar: New York (1996); US District Court: Southern District of New York (1998), Eastern District of New York (1998); US Court of Appeals: 2nd Circuit (2005).
Professional Associations	American Bar Association (Dispute Resolution Section; Labor and Employment Law Section); New York State Bar Association Dispute Resolution Section (Committees: ADR in the Courts; Domestic Arbitration; Mediation; Negotiation); New York State Bar Association Labor & Employment Law Section (Committees: ADR; Ethics and Professionalism; Workplace Rights and Responsibilities); Association of Workplace Investigators (Advocacy Committee); Academy of Court-Appointed Neutrals
Recent Publications & Speaking Engagements	U.S. District Court for the Southern District of New York: Mediating Under the Fair Labor Standards Act/New York Labor Law- Mediation Tips, 2018; Federal Bar Association, Eastern District of New York Chapter, Fair Labor Standards Act Update: Cheeks 3.0- Handling FLSA Cases Through Alternative Dispute Resolution, 2018; New York City Bar: Advanced Commercial Mediation Training- Faculty, 2017.
Mediation Rate	\$650 Per Hour
Languages	English
Citizenship	United States of America
Locale	New York, NY

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.