



AAA Mediation.org™

FN-57599 MN-57599 LN-57599

Wilmington, Delaware



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Current Employer-Title Ronald M. Shane Associates - President

Panelist Video <https://www.adr.org/videoresume?paramName=272780700>

Profession Arbitrator, Mediator

Work History Employment Arbitrator and Mediator, Ronald M. Shane Associates, 2000 – Present; Transportation Sales and Director Human Resources, Avon Products Inc., 1973 – 2000; Transportation Analyst, Westvaco Corporation, 1968 – 1973; Regional Traffic Manager, L.B. Foster, 1966 – 1968; Transportation Rate Analyst, International Paper Company, 1960 – 1966.

Experience Eighteen years' experience as an employment mediator and arbitrator. Extensive experience in the following areas: FLSA (Fair Labor Standards Act), e.g., exempt, non-exempt classification and overtime issues; Americans with Disabilities Act, Family and Medical Leave Act, Age Discrimination in Employment Act, Consolidated Omnibus Budget Reconciliation Act, Immigration Reform and Control Act, domestic partner benefits, alcohol and drug testing requirements, harassment and sexual harassment investigations, employment contracts and severance agreements.

Mediator Experience Eighteen years experience mediating employment/workplace disputes. Has served as a sole mediator in over 500 mediations assisting disputants in resolving conflict issues relative to alleged discrimination, policy interpretation, employment contracts, alleged pay discrepancies, and harassment issues including sexual harassment. These mediation conferences have involved applicants, employees, and former employees, organizations and agencies, union and non-union disputants, in the private and public sectors. The disputants have included both non-exempt and exempt employees, non-management and management, including senior level managers. The issues in disputes have ranged from non-monetary up to \$992,000.00. Currently serves on the mediation employment panels of the American Arbitration Association, the Financial Industry Regulatory Authority (FINRA), the National Mediation Board, the New York and Philadelphia District Offices of the U.S. EEOC, the U.S. Postal Service, and the Delaware Department of Labor, and as a settlement envoy for the U.S. EEOC involving discrimination complaints filed by federal employees

against federal agencies.

**Representative Issues
Handled as a Mediator**

The issues confronted as a mediator have involved disputes in the areas of Title VII discrimination claims and disability claims pursuant to state and federal law. The Americans With Disabilities Act, age discrimination, Age Discrimination in Employment Act, equal pay discrimination claims (federal and state), and discharge issues relative to absenteeism and the Family and Medical Leave Act.

**Mediator Style & Process
Preferences**

I am a mediator who utilizes a facilitative or evaluative approach in accordance with the client's interest in resolving the conflict. This allows me to work with disputants to determine their best alternative to a protracted administrative or litigated process to avoid extraordinary cost, time, and adverse publicity. Mediation is a less painful alternative, both emotionally and monetarily, than the adversarial approach of litigation. It provides an opportunity for both the claimant/charging party and the respondent to both gain some measure of satisfaction and to possibly resolve the matter in a creative way that is not available in court or through a federal or state administrative agency. The parties and their advocates are expected to negotiate in good faith given that they have voluntarily agreed to participate in the mediation conference.

Education

City University of New York (B, Business Administration-1971).

Professional Licenses

Advanced Practitioner (AP) in Workplace Conflict Resolution, Association for Conflict Resolution (ACR); Certified Senior Professional in Human Resources (SPHR), Society for Human Resource Management.

Professional Associations

Association for Conflict Resolution; Society for Human Resource Management.

**Recent Publications &
Speaking Engagements**

Contributor, MANAGING CONTINGENT WORKERS, AMACOM, American Management Association, 1996; contributor, SHOCK WAVES: THE GLOBAL IMPACT OF SEXUAL HARASSMENT, Master Media Limited, 1994.

Mediation Rate

\$300 Per Hour

Languages

English

Citizenship

United States of America

Locale

Wilmington, DE

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.