



AAA Mediation.org™

FN-6035760 MN-6035760 LN-6035760

San Ramon, California

Professional Summary	Highly skilled mediator with a decade of experience in wage and hour cases and delivering favorable outcomes in mediation for pre-litigated and litigated cases. Exceptional skills in facilitated negotiation and dispute resolution.
Current Employer and Title	Mae Villanueva Mediation - Principal
Mediation Profession	Mediator
Work History	Van De Poel, Levy, Thomas, and Arneal - 2021; Law Office of Allan Villanueva - 2012-2019
ADR Experience	Mae is a technical expert in wage and hour disputes involving the residential care facility or care home industry. She has acquired years of experience in conducting discovery and investigating wage and hour claims, and calculating unpaid wages, liquidated damages, meal and rest break premiums, and statutory penalties. Mae has worked with hundreds of litigants in the care home and hospitality industries during her time as a paralegal.
Experience as Mediator	Mae has mediated over a hundred litigated cases involving wage and hour claims, employment, landlord-tenant, and civil harassment disputes. Mae sits on the Alameda County Superior Court Mediation panel.
Issues Handled as a Mediator	Wage and Hour - Caregiver alleged he was owed unpaid wages and meal break premiums when the employer deducted pay for meal breaks not taken. The parties resolved the matter pre-litigation; An employee who was paid a fixed daily rate claimed she was owed overtime wages for working up to 24-hours per day; A wage and hour case of four caregivers of a residential care home facility claimed they were each owed over six figures in damages for unpaid overtime wages. The case was mediated before a claim was filed in court or with the Labor Commissioner's Office; A caregiver of a residential care facility filed a wage and hour case. She claimed she was owed six figures of unpaid overtime wages and liquidated damages. The parties resolved the matter pre-litigation. Employment - A wrongful termination case was filed against a major retail company for requesting to take certain days off so he can comply with his religious belief; Sexual harassment claim made by a 3-year employee filed a workplace restraining order against her employer who was arrested for physically assaulting her. Landlord/Tenant, HOA, Neighbor Dispute - Employer of an apartment manager who was provided housing filed suit for unpaid rent due after the apartment manager was terminated. The apartment manager made a claim with the Labor Commissioner's Office against the employer for unpaid wages; Discrimination and harassment claimed against the HOA by a tenant. The tenant filed a restraining order against an HOA member claiming the HOA was imposing outdated rules and that she was singled out because of her race; Tenant claimed that the landlord failed to return the tenant's security deposit. The landlord filed a cross-complaint for property damages caused by the tenant; Neighbors in conflict for several years over various issues filed restraining orders against each other for claims of gardening tool noise and privacy violations when home security cameras were directly pointed at the window next door. Torts and Personal Injury - Defamation claim made against an attorney by a former defendant. The former defendant claimed that when the case was published online he suffered harm to his reputation; A municipality claimed that an individual damaged its property when a private citizen crashed into the city's vehicle; Auto

accident on the freeway that caused vehicles to crash into multiple vehicles. The driver that caused the accident and his insurance carrier sought to structure a resolution.

Mediator Style and Process Preferences	Evaluative and Facilitative mediation.
Technology Proficiency	Strong
Education Background	Master of Arts Degree in Negotiation, Conflict Resolution, and Peacebuilding - California State University, Dominguez Hills; Mediating the Litigated Case training - Pepperdine University's Straus Institute for Dispute Resolution; and 40-hour mediation training - OC Human Relations.
Professional Connections	MC3; Southern California Mediation Association; Alameda County Bar Association.
Recent Publications and Speaking Engagements	6beds.org - A New Dawn in Dispute Resolution: The Power of Mediation and Arbitration for ARFs and RCFEs - 2023; 6beds.org - Enhanced Labor Dispute Resolution with Mediation and Arbitration - 2023; APFM - Diversifying your Mediation Practice - 2023
Mediation Rate	\$4,000 Per Day
Languages	English
Locale	San Ramon, 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.