



## Workplace Resolutions LLC

**Richard D. Fincher**  
**Mediator, Facilitator, and Arbitrator**

3420 East Shea Blvd. Suite 200  
Phoenix, Arizona 85028

Office: 602-953-5322  
Fax: 602-953-5330

---

**Managing Partner, Workplace Resolutions LLC, Phoenix, Arizona**

Lead a full-service dispute resolution practice providing mediation, arbitration, systems design, ADR training, and multi-party facilitation. Mediated and arbitrated over 1000 matters.

**Chairman, City of Phoenix Employee Relations Board (PERB) (2004-2012)**

PERB is the administrative law agency governing labor relations between the City of Phoenix and 14,000 employees, modeled after the National Labor Relations Board. Supervise roster of Hearing Officers and General Counsel.

**Visiting Fellow and Instructor, Cornell University (2002 to present)**

**Fall 2011 Sabbatical**

**Scheinman Institute on Conflict Resolution, School of Labor and Industrial Relations**

**Director, Asian Labor Arbitration Studies Project, Scheinman Institute on Conflict Resolution**

A global repository of knowledge and research on the mediation and arbitration of workplace disputes in Asia, primarily China, Vietnam, and Cambodia

**International Scholar in Vietnam for Industrial Relations (2009 to 2012)**

**United States Agency for International Development (USAID)**

Over three years, surveyed dispute resolution practices at factories, conducted national trainings in mediation and arbitration, and submitted policy recommendations to the Ministry of Labor

**Honors**

Member, National Academy of Arbitrators

Advanced Practitioner in Employment Mediation-Association for Conflict Resolution

Advanced Practitioner in Employment Arbitration-Association for Conflict Resolution

National Instructor, FMCS Institute, 2011 to present

Member, National Dialogue on Employment Dispute Resolution, Penn State University-2012

Advisory Board-Scheinman Institute for Conflict Resolution, Cornell University

Seminar faculty-"Industrial Relations and Wildcat Strikes in China," Sun Yat-sen University, China (2011)

**Alternative Dispute Resolution Panels**

*American Arbitration Association*

- National Employment Mediation and Arbitration Panel
- Commercial Mediation and Arbitration Panel
- Mass Claims Panel
- Arizona Academic Grievance Panel

*United States Government*

- US Department of Agriculture, Crop Mediation Panel
- Nuclear Regulatory Commission-Mediation Roster
- Department of Energy-Mediation Roster
- EEOC Resolve Mediation Panel



## Workplace Resolutions LLC

- US Department of the Interior-Bureau of Reclamation
- US Department of the Interior-National Park System
- Federal Occupational Health Mediation Program
- US Postal Service Jurisdictional Panel
- USG Customs and Border Patrol and NTEU

### *State of Arizona*

- Probate Division of the Maricopa County Superior Court- Mediation Panel
- State of Arizona Office of Attorney General (AG)-Civil Rights Mediation Panel
- Maricopa County Justice Courts-Civil Mediator
- State of Arizona Department of Education Hearing Officer Panel

CPR National Employment Mediation Panel

National Association of Security Dealers (NASD)-Mediation and Arbitration Panel

Town of Paradise Valley Employee Appeals Board and Police Retirement Board

### **Selected Facilitation Engagements**

- Employee Advisory Councils for Transportation Security Administration (TSA)
- Civil Discourse, a community dialogue process in Arizona
- Meet and confer negotiations between Maricopa Community College District and Faculty
- Meet and confer negotiations between various Arizona School Boards and faculty associations
- Congregational Discernment Sessions, Southwest Conference of the United Methodist Church

### **Visiting Instructor**

Hamline University College of Law, Minneapolis (summer 2011, summer 2013)

Arizona State University, Mediation Clinic, Sandra Day O'Connor College of Law (2002-2003)

Arizona State University, WP Carey College of Business (2002-2005)

### **Published Articles**

- Mediating Disputes involving Sexual Harassment, ACResolution, Association for Conflict Resolution
- Mediating Disputes of the Highly Paid Executive, ABA Employment and Labor law Journal
- Mediating Whistleblower Disputes, Dispute Resolution Journal, American Arbitration Association
- Workplace Dispute Resolution in Vietnam, Dispute Resolution Journal, American Arbitration Association
- Mediating Class Action involving the EEOC, Dispute Resolution Journal, AAA
- Whose Job Is It: Are ADR Colleges and Law School Training Arbitrators for ADR Programs? Dispute Resolution Journal, AAA
- Co-author of text: Emerging Systems of Managing Workplace Conflict: Jossey-Bass, April 2003

### **Education**

DePaul University College of Law – Chicago, Illinois, J.D.

Intern to National Labor Relations Board (NLRB), Region 13, Chicago

Research Assistant in International Criminal Law for Professor Cherif Bassiouni  
(1998 Nobel Peace Prize Nominee)

Intern to Honorable John W. Cooley, U.S. Northern District of Illinois

National Finalist, Jessup International Law Competition

Cambridge University, England (Emmanuel College)-European labor law (summer)

Cornell University, B.S., School of Industrial and Labor Relations-Ithaca, New York



## Workplace Resolutions LLC

Honors Graduate

Scholarship Recipient–Walter Reuther UAW Family Education Center, Michigan  
Student Apprentice: labor mediation and labor arbitration

### **Bar Admissions**

Admitted to Illinois Bar, 1982

- Supreme Court of the State of Illinois
- Seventh Circuit Court of Appeals

Admitted to California Bar, 1987

- Supreme Court of the State of California
- Ninth Circuit Court of Appeals

Admitted to Arizona Bar, 2009

### **Prior Professional Experience**

Vice-President, Human Resources, Aerospace Engines  
Corporate Director of Labor Relations/Aerospace Sector  
Honeywell Corporation, Phoenix, Arizona (formerly Allied-Signal)

Vice President, Human Resources, Prescription Services  
Corporate Director of Employee Relations  
Corporate Counsel-Labor and Employment Law  
Baxter Healthcare Corporation, Chicago, Illinois

General Labor Counsel, Corporate Law Department  
Borg Warner Corporation (automotive, security and financing), Chicago, Illinois

ADR Consultant and Trainer  
American Arbitration Association, Washington, D.C.

### **Membership and Affiliations**

Plaintiff (pro bono) Employment Attorney (CVLS) (1982-1995), Chicago  
Board of Directors and Chair of Lakeview Clinic-Chicago Volunteer Legal Services (CVLS), Chicago  
Plaintiff (pro bono) Employment Attorney -UMOM Homeless Residence, Phoenix (2010-present)

Arizona Civic Organizations

- Board of Directors-State Bar of Arizona ADR Section (2006 to present)
- Former ADR Committee-Maricopa County Bar Association (MCBA), Editor: ADR Series
- Former President-Maricopa Dispute Resolution Association (MADRA)
- Former Board of Directors, Arizona Dispute Resolution Association (ADRA)
- Former President Az Chapter of Labor Employment Relations Association (AzLERA)
- Arizona Town Hall
- Arizona Civil Discourse
- Mediator, Justpeace Center for Mediation and Conflict Resolution

American Bar Association (ABA)



## Workplace Resolutions LLC

- Dispute Resolution Section, National Conference Speaker (2004-2008)
- Labor and Employment Section
- ADR Committee of the Labor and Employment Law Section
- International Labor and Employment Section
- Litigation Section
- Judicial Administration Section

### Association for Conflict Resolution (ACR)

- National Vice-President and Board of Directors (2003-2006)
- Co-Chair of Legislative and Public Policy Committee (2002-2006)
- National Taskforce on ADR and the Unlawful Practice of Law (2004)
- National Taskforce on Arbitration Fairness Act (2009)
- Former Co-Chair of Workplace Section (2002-2006)
- National Conference Speaker (2002-2009)