

**Richard D. Fincher, Esq.**  
**Labor Arbitrator/Employment Arbitrator**  
**Workplace Resolutions LLC**  
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**480-991-9479**

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

Provide dispute resolution services with workplace and commercial mediation, arbitration, systems design, ADR training, special master, and multi-party facilitation. Mediated and arbitrated over 1000 labor and employment matters.

**Chairman, Public Safety Personnel Retirement Board**, Town of Paradise Valley, Arizona

**Former Chairman, City of Phoenix Employment 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.

**Hearing Officer**

State of Arizona Department of Education Hearing Officer Panel (DOE)

City of Phoenix Civil Service Panel (CSB)

City of Phoenix Employment Relations Board (PERB)

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

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

**Honors**

Member, National Academy of Arbitrators (NAA)

Board of Governors, NAA

Vice President, NAA Research and Education Foundation

Advanced Practitioner (AP) in Employment Mediation-Association for Conflict Resolution

Advanced Practitioner (AP) in Employment Arbitration-Association for Conflict Resolution

Instructor in Arbitration Advocacy, FMCS Institute

Advisory Board-Scheinman Institute on Conflict Resolution, Cornell University

National Board, Labor and Employment Relations Association

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

Former Instructor, Project on Negotiations (PON) Harvard Law School

**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
- 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

- US Postal Resolve
- 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

Financial Industry Regulatory Authority (FINRA)-Mediation and Arbitration Panel

**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, 2011, 2013

Arizona State University, Mediation Clinic, Sandra Day O’Conner College of Law, 2002-2003, 2004-2005

Arizona State University, WP Carey College of Business, 2000-2001, 2002-2003

**Published Articles**

- Complex Evidentiary Issues in Employment Arbitration, AAA Journal
- Mapping the Future of Dispute Resolution, ACResolution
- Mediating Disputes involving Sexual Harassment, ACResolution
- Mediating Disputes of the Highly Paid Executive, ABA Employment and Labor Law Journal
- Mediating Whistleblower Disputes, AAA Journal
- Workplace Dispute Resolution in Vietnam, AAA Journal
- Mediating Class Actions involving the EEOC, AAA Journal

**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

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

**Fulbright Scholar in Law and Dispute Resolution** (spring 2015)  
Faculty of Labor Relations, Ton Duc Thang University, Ho Chi Minh City, Vietnam

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

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

Surveyed dispute resolution practices at factories, conducted national training in mediation and arbitration, and submitted policy recommendations to the Ministry of Labor (MOLISA)

**Membership and Affiliations**

Former Employment Attorney (pro bono), Chicago Volunteer Legal Services (CVLS), Chicago  
Employment Attorney (pro bono)-UMOM Homeless Residence, Phoenix

Arizona Dispute Resolution Organizations

- Board of Directors-State Bar of Arizona ADR Section
- ADR Committee-Maricopa County Bar Association (MCBA), Editor: Legal ADR Series
- Former President-Maricopa Dispute Resolution Association (MADRA)
- Former Board of Directors, Arizona Dispute Resolution Association (ADRA)
- Arizona Town Hall, Arizona Civil Discourse

American Bar Association (ABA)

- Dispute Resolution Section, National Conference Speaker (2004-2008)
- Labor and Employment Section, published author in LER Journal
- International Labor and Employment Section
- Litigation Section
- Judicial Administration Section

Association for Conflict Resolution (ACR)

- National Vice-President and Board of Directors (2003-2006)
- 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 ACR Conference Speaker (2002-2010)
- Lead Faculty, Labor Arbitrator Institute (2005, 2006)

Association of Labor Relations Agencies (ALRA)

- A professional association of government labor relations agencies from the USA and Canada, including the NLRB and NMB and NYS PERB.