

**Richard D. Fincher
Mediator and Arbitrator
Workplace Resolutions LLC**

Managing Partner, Workplace Resolutions LLC, Phoenix, Arizona

Mediated and arbitrated over 1000 disputes and litigated matters. Practice three styles of mediation:

- Transformative mediation (relationship-based)
- Facilitative mediation (interest-based)
- Evaluative mediation (law-based)

Clinical Instructor in Dispute Resolution, Cornell University (2002 to present)

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

National Advisory Board

Visiting Fellow-Fall 2011 semester

Visiting Fellow-Fall 2014 semester

Honors

Advanced Practitioner in Employment Mediation-Association for Conflict Resolution

Advanced practitioner in Employment Arbitration-Association for Conflict Resolution

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

Former Chairman, City of Phoenix Employment Relations Board (PERB) (2003 to 2011)

PERB is the administrative law agency governing labor relations for city employees and six unions

Mediation and Arbitration Panels

American Arbitration Association

- National Employment Mediation Panel
- National Arbitration Mediation 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

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 Investor Regulatory Authority (FINRA)-Mediation Panel

Bar Admissions

Admitted to Illinois Bar, inactive

Admitted to California Bar, inactive

Admitted to Arizona Bar, active

Visiting Law Instructor

Hamline University College of Law, Minneapolis

Arizona State University, Mediation Clinic, Sandra Day O'Connor College of Law

Arizona State University, WP Carey College of Business

Education

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

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

Published Text and Articles

- Advanced Evidentiary Concepts in Employment Arbitration, Dispute Resolution Journal, American Arbitration Association (AAA), spring 2017
- Co-author: Emerging Systems of Managing Workplace Conflict: Jossey-Bass, April 2003
- Conflict Resolution in the Workplace: What Will the Future Bring? Conflict Resolution Quarterly, Summer 2014
- Mediating Disputes involving Sexual Harassment, ACResolution
- 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, AAA
- Mediating Class Action Litigation involving the EEOC, Dispute Resolution Journal, AAA
- Whose Job is It-Are Law Schools Preparing Arbitrators? Dispute Resolution Journal, AAA

Selected Facilitation Engagements

- Employee Advisory Councils for US Transportation Security Administration (TSA)
- Meet and confer negotiations between Maricopa Community College District and Faculty
- Meet and confer negotiations between various Arizona School Boards and faculty associations

Fulbright Scholar in Labor Law and Dispute Resolution to Vietnam-2015

Ton Duc Thang University, Ho Chi Minh City, Vietnam

International Scholar in Vietnam for Dispute Resolution (2009 to 2012)

United States Agency for International Development (USAID), Washington, D.C.

Surveyed dispute resolution practices at garment factories, conducted national trainings in mediation, and offered public policy recommendations to the Ministry of Labor

Membership and Affiliations

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
- National Taskforce on ADR and the Unlawful Practice of Law
- National Taskforce on Arbitration Fairness Act
- Former Co-Chair of Workplace Section
- National ACR Conference Speaker