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### **EDUCATION**

**Juris Doctor**, *cum laude*, University of Detroit Mercy School of Law, Detroit, Michigan  
**Master of Arts**, Dispute Resolution, Wayne State University, Detroit, Michigan  
**Bachelor of Arts**, Communications, Michigan State University, East Lansing, Michigan

### **NEUTRAL PANELS**

**Standing Arbitration Panels:** American Postal Workers Union (APWU) & United States Postal Service (USPS), Detroit District Central Area, regular and expediated panelist

**Private Panels:** American Arbitration Association (AAA) (labor, employment, commercial, mediation, and consumer panels), Federal Mediation and Conciliation Service (FMCS), The Labor Relations Connection, Inc. (LRC), New Era ADR, Academy of Court-Appointed Neutrals (ACAN), Louisville Labor-Management Committee, National Arbitration and Mediation, Inc. (NAM), Financial Industry Regulatory Authority (FINRA), CAP-Motors (Consumer Arbitration Program for Motor Vehicles), and American Health Law Association (AHLA)

**Municipal, State, and Federal Panels & Boards:** U.S. Dept. of Education-Randolph-Sheppard Vending Program, Michigan Employment Relations Commission (MERC), Illinois Labor Relations Board, Ohio State Employment Relations Board (arbitrator and factfinder), Washington, D.C. Public Employment Relations Board (arbitrator, hearing examiner, and mediator), Montana Board of Personnel Appeals, Los Angeles County Employee Relations Commission, Nevada Local Government Employee Management Relations Board (arbitrator/mediator/fact-finder), Nebraska Commission of Industrial Relations (resolution officer), U.S. Virgin Islands Public Employment Relations Board, U.S. District Court MI Eastern District (Prisoner Pro Se Mediation Program), Oakland County Circuit and Business Court Discovery Mediation, Case Evaluator Wayne County Circuit Court (commercial and employment)

### **INDUSTRIES AND ISSUES**

#### **Labor Relations**

Extensive experience resolving labor disputes in both public and private sectors, including matters arising under collective bargaining agreements. Areas of focus include contract interpretation, just cause discipline, grievance

and interest arbitration, seniority, scope of bargaining, past practice, and statutory overlay with the National Labor Relations Act (NLRA) and state public-sector labor relations laws.

### **Workplace Disputes, Statutory Claims, and Employment Policies**

Experienced in a broad range of employment matters across unionized and non-unionized workplaces. Handles claims under Title VII, ADA, FMLA, FLSA, ADEA, ELCRA, and analogous state anti-discrimination statutes, as well as EEO regulations, WPA, MSPB proceedings, and tort claims based on public policy exceptions. Represents parties in disputes involving discrimination (disparate treatment and impact), harassment, retaliation, protected activity, at-will employment, wage and hour violations, employee classification, severance agreements, and unemployment compensation. Also well-versed in personnel policies, workplace investigations, covenants not to compete, and matters involving the ecclesiastical exception.

### **Cross-Border and Emerging Issues**

Expertise with on cross-border labor and employment matters, including global workplace compliance, international discipline and termination, and transnational collective bargaining.

Focuses on the legal and ethical implications of AI in the workplace, particularly algorithmic bias, electronic surveillance, automated employment decision-making, and data privacy in workplace technology.

## **EMPLOYMENT**

### ***Lisa W. Timmons, PLLC, 2013 to Present***

Former practicing attorney. Currently a full-time neutral serving as an arbitrator, mediator, and fact finder of labor, employment, commercial, and consumer disputes.

### ***Executive Director & ADR Clerk of the Court, March 1998 to Present*** ***Mediation Tribunal Association, Detroit, Michigan***

The Mediation Tribunal Association (MTA) is a not-for-profit agency that provides alternative dispute resolution services for civil and domestic relations cases in the Third Judicial Circuit Court of Michigan, the U.S. District Court for the Eastern District of Michigan, and several district courts within the county of Wayne. The Executive Director oversees the exempt employees, approximately 1500 attorney case evaluators, and 25 mediators. Administrative responsibilities include fiscal management, oversight of the agency investments, assets, tax reporting requirements, accounts payable and receivables, human resources, program design and implementation, communication with the judiciary, and interagency coordination with other legal agencies.

### ***Mediator, USPS, REDRESS Program, 1999 to 2024***

Mediated over 1500 EEO complaints between employees and management for the United States Postal Service.

### ***Adjunct Faculty, May 2015 to August 2019***

### ***University of Detroit Mercy School of Law, Detroit, Michigan***

Taught legal writing in both the required first-year program (Applied Legal Theory and Analysis), and the summer conditional enrollment program (Special Summer Program). The curriculum included brief writing, persuasive writing, conducting client interviews, moot court, research, and analysis.

## **ADMISSIONS & LICENSES**

- Attorney, State Bar of Michigan
- Attorney, United States District Court, Eastern Division of Michigan
- Real Estate Broker, State of Michigan

## **LEADERSHIP**

- Chair, ADR Section, State Bar of Michigan, 2024-2025
- Board of Directors and Chair of the ADR Section, Wolverine Bar Association
- ABA, Section of Labor and Employment Law, 2025 State and Local Government Bargaining and Employment Law Committee, Program Co-Chair (Neutral)
- ABA 2025 Annual Section of Labor and Employment Law Conference, Public Sector Track Co-Chair
- Michigan Regional Chair, and Publications Chair, WIDR (Women in Dispute Resolution), ABA
- Board of Directors, Detroit Bar Association
- Michigan State Bar, District H, Character and Fitness Committee
- Michigan State Bar, Representative Assembly, 3rd Circuit of Michigan
- Past member, Michigan State Bar, Affordable Legal Services Delivery Initiatives, 2017-18
- Past member, Michigan State Bar, Justice Policy Initiatives, 2016-17
- Past member, Michigan State Bar, Task Force on Diversity in ADR
- Past member, Michigan Supreme Court Dispute Resolution Court Rule Committee

## **PROFESSIONAL ORGANIZATIONS**

- State Bar of Michigan
- American Bar Association
- College of Commercial Arbitrators, Associate Program, 2024-26
- International Bar Association (IBA)
- PREMi, Deputy Executive Director
- Sports Lawyers Association (SLA)
- International Council for Commercial Arbitration (ICCA)
- National Bar Association
- Federal Bar Association
- California Arbitration (CalArb)
- Oakland County Bar Association
- Labor and Employment Relations Association (LERA)
- New York State Bar Association (non-NY attorney membership)
- ArbitralWomen
- The Labor Guild
- Society of Federal Labor and Employee Relations Professionals
- Silicon Valley Arbitration & Mediation Center

## **HONORS AND AWARDS**

- Board Member of the Year, Wolverine Bar Association, 2024
- ADR Hero Award, State Bar of Michigan, Alternative Dispute Resolution Section, 2022
- Corporate Citizen Award, Detroit Bar Association, 2021
- Up & Coming Lawyers, Michigan Lawyers Weekly, 2021
- Lifetime Fellow, Detroit Bar Association, 2020
- Black Alumni of the Year, Black Law Students Association (BLSA), Detroit Mercy Law, 2019
- Co-Chair of the Year Award, Wolverine Bar Association, Minority Bar Passage Program, 2018

## **SEMINARS & PUBLICATIONS**

- Panelist, AI and the Future of Employment: International Perspectives on Dispute Resolution, ABA International Law Section, Employment Law Subcommittee, May 1, 2025
- Panelist, Ethical Obligations of Advocates and Neutrals: National Academy of Arbitrators and Houston LERA, January 16, 2025
- Contributing Author, Michigan Labor and Employment Law Section's LawNotes, 2024-present
- Editor, WIDR's Just Resolutions, 2024-present
- Editor, The Michigan Dispute Resolution Journal, 2023-present

- What arbitrators wish advocates knew: Best practices for labor and employment arbitration, Oakland County Legal News, December 31, 2024
- Panelist and Contributing Author, ABA, 18th Annual Labor and Employment Law Conference, [\*What Have Anti-Woke Laws Meant for Public Employees and Their Representatives\*](#), November 14, 2024
- Contributing Author, 2025 ABA Labor and Employment Law Section, FLSA Midwinter Report
- Oakland County Legal News, The Role of a Process Arbitrator: Enhancing Efficiency and Collaboration, 10/1/2024, <https://legalnews.com/Home/Articles?DataId=1548168>
- Early dispute resolution: Practices and principles for early settlement, Michigan Bar Journal, June 2024, available at <https://www.michbar.org/journal/Details/Early-dispute-resolution-Practices-and-principles-for-early-settlement?ArticleID=4896>
- *Newly Neutral*, Oakland County Legal News, February 27, 2024; PREMi, The ADR Blog, March 2, 2024; Macomb County Legal News, March 1, 2024; and [\*mediate.com\*](#), March 7, 2024
- Panelist and Author, [\*Grievance Arbitration Report\*](#), ABA State and Local Government Bargaining and Employment Law Committee Midwinter Meeting, January 2024
- Moderator, Bankruptcy Lunch & Learn, WIDR and WBA, November 28, 2023
- Panelist, Meet the Diverse Neutrals, University of Detroit Mercy School of Law, October 5, 2023
- *Marketization and Its Discontents*, Book Review, LERA Perspectives on Work, 2023, pp. 100-101.
- Panelist, *Just Cause—How Arbitrators Rule*, Arbitrator & Advocate Symposium, sponsored by NAA, LERA, and FMCS, Columbus, Ohio, October 2023
- Moderator, *Discrimination in Dispute Resolution*, with Dan Bernstein, State Bar of Michigan ADR Section, Annual Meeting, September 2023
- Moderator and Panelist, *Turning No into Not Yet: Neutrals Discuss Their Path to Practice*, State Bar of Michigan ADR Section, Annual Meeting, September 2023
- Moderator, *Case Evaluation 2023, Lessons Learned One Year after the Court Rule Change*, State Bar of Michigan ADR Section, Annual Meeting, September 2023,
- Panelist, *Optimal Virtual and Hybrid Hearings*, The Association of Labor Relations Agencies, 71<sup>st</sup> Annual Conference, Vancouver, British Columbia, July 2023
- Symposium Chair, *Law and Regulations in the Workplace*, LERA Annual Meeting, June 2, 2023
- Panelist, *The First Year in a New Arbitration Practice*, LERA Annual Meeting, June 2, 2023
- Panelist, *The Diversity Dilemma, Is Checking the Box Enough*, ADR Section of the ABA, Annual Conference, May 2023
- Speaker, *Navigating Change, Case Evaluation, and Tort Cases in Michigan*, ADR Section of the ABA, Annual Conference, May 2023
- Moderator, *What's the Fallout? State Whistleblower Claims and Other Torts*, ABA Section of Labor and Employment Law, Employment Rights & Responsibilities Committee, Midwinter Meeting, March 2023
- Moderator, *Michigan AFSCME Council 25 v Wayne Co.*, State Bar of Michigan Alternative Dispute Resolution Section, February 7, 2023
- Host, Detroit Bar Association, *22 in '22 Webinar*, November 2022
- Panelist, Michigan Legal Diversity Summit, *Building a More Equitable Legal Profession*, 2022
- Author, Book Review of “Coffee and Conversations: Inclusion and Belonging,” by Zenell B. Brown, *Detroit Lawyer*, Detroit Bar Association, (February 2021)
- Featured in *Detroit Lawyer*, “From a Tiny Acorn into a Mighty Oak: The Story of Mediation/Case Evaluation in Michigan,” by Sheldon L. Miller, (February 2021)
- Moderator, *Diversifying the Practice of ADR: Lessons Learned Mediating in Diverse Communities and Conflicts*, State Bar of Michigan, ADR Section Annual Meeting, 2021
- Panelist, *Million Dollar Questions in Mediation*, State Bar of Michigan, ADR Section, 2021

## TRAINING

- Arbitration Institute, ADR Section of the American Bar Association, June 2024
- NAA & LERA, Southwest Rockies, Labor Law Arbitrator Training, February 2024
- Early Dispute Resolution (EDR), EDR Institute and AAA, November 2023

- State Bar of Michigan ADR Section 2023 Annual Meeting, September 29-30, 2023
- Arbitration Fundamentals and Best Practices for New AAA Arbitrators (2 days), September 2023
- AAA, Award Writing, September 2023
- NAA & LERA, Southwest Rockies, Labor Law Arbitrator Training, February 2023
- American Bar Association, Labor & Employment Law Section, Annual Meeting, November 2022
- State Bar of Michigan, ADR Section Annual Meeting, October 2022
- Arbitrator Training, American Health Law Association (AHLA), 2021
- Arbitrator Training, Financial Industry Regulatory Authority (FINRA), 2021
- *Becoming a Labor Arbitrator*, (BALA), Federal Mediation and Conciliation Service, 2021
- Dispute Resolution Arbitration Training Institute, American Bar Association, 2021
- Dispute Resolution Mediation & Advocacy Skills Institute, American Bar Association, 2021
- 28-hour Transformative Mediation Training, United States Postal Service
- 40-hour General Civil Mediation Training; Oakland Mediation Center & Wayne State University
- Adult Guardianship Mediation Training, sponsored by The Center for Social Gerontology

### **FEE SCHEDULE**

- **Fees:** \$1,750 per diem (up to 8 hours) for grievance arbitration and fact-finding; \$1,900 per diem (up to 8 hours) for interest arbitration; \$325 per hour for employment and commercial matters, or any matter that exceeds 8 hours in a single day.
- **Cancellation:** less than 14 days' notice will incur a one day per diem.
- **Reimbursements:** Reasonable travel expenses (airfare, hotel, meals, rental car, ride-share, or mileage at current IRS business rate) for travel. Travel is charged from the nearest business address.
- **Office Expenses:** no charges for docketing, copying, or postage.