

MICHAEL H. LEB

LEB DISPUTE RESOLUTION

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SUMMARY OF QUALIFICATIONS

Prior to starting my practice as a neutral in 2008, I practiced labor and employment law on behalf of both employers and employees for over 20 years. As a neutral, I have heard all types of cases – with a special focus on traditional labor and employment cases. I have been retained as an expert witness in specialty areas of employment law and as a workplace investigator. I am one of seven panelists on Los Angeles County’s newly established Equity Oversight Panel which conducts hearings and issues disciplinary recommendations on every internal EEO complaint filed by a County employee. I have been approved as an employment arbitrator by AAA and FINRA, and am currently on Mediation Panels for AAA, the Federal District Court, Los Angeles, Orange County and Ventura County Superior Courts. I have a pending application with AAA’s Labor Panel. I have been appointed to the Hearing Officer Panel for the City of Santa Monica and have mediated cases for the EEOC. I have created a course called “The Role of the Neutral in Labor and Employment Law” and will be teaching as an Adjunct Professor of Law at the Straus Institute (Pepperdine) during the Fall 2012 semester.

My experience as a practicing attorney includes over 20 jury and court trials in state and federal court employment and business litigation matters, appellate advocacy before the California Supreme Court, California Court of Appeals and Ninth Circuit Court of Appeals, and litigation in virtually every forum handling disputes arising in the workplace. I have participated – as an advocate for both employees and employers, a “client representative” for large corporations, and a neutral - in hundreds of alternative dispute resolution proceedings (mediation, conciliation, and arbitration). In short, during my legal career, I saw employment cases from “every side of the fence.” I also have broad-based business litigation experience.

In addition to my stints as an attorney representing both plaintiffs and defendants in employment matters, I have held senior-executive positions in Labor Relations and Human Resources for Safeway and Wal-Mart. In those positions, I was responsible for dispute resolution procedures, labor negotiations, arbitrations, and compliance. I acted as corporate spokesperson in dozens of labor/employment law matters involving the federal government and various state agencies. Finally, for three years, I was Vice President of Manufacturing for Safeway where I was responsible for the operations of a 44-plant, 2500 employee business unit doing \$3 billion in sales annually.

EMPLOYMENT HISTORY

LEB DISPUTE RESOLUTION (nee LEB LAW FIRM); Pasadena, CA	6/06 – present
Employment Litigation, Mediation & Arbitration	
WAL-MART STORES, INC.; Bentonville, AR	3/05 - 3/06
Senior Vice President – Human Resources	
BONONI LAW GROUP; Los Angeles, CA	7/02 - 3/05
Plaintiff’s Employment Litigation and Trial Practice	
SAFEWAY, INC.; Pleasanton, CA	
Vice President – Manufacturing	3/99 – 7/02
Vice President – Corporate Labor Relations	6/98 - 3/99
Director – Labor Contract Administration	1/95 - 6/98
LAW OFFICES OF MICHAEL H. LEB; Santa Monica, CA	10/92 - 1/95
Labor and Employment Law Practice	
LATHAM AND WATKINS; Los Angeles, CA	9/85 – 10/92
Associate – Member of Labor and Employment Law Practice Group	

EDUCATION

UNIVERSITY OF MICHIGAN SCHOOL OF LAW - JD *cum laude*
YALE UNIVERSITY - BA *cum laude* in Russian Studies and Economics

RECENT PUBLICATIONS

I have had the following articles published in the Los Angeles Daily Journal

- “Mediation Privilege”
- “Making the Most of Pro Bono Panel Mediation”
- “Raise the Limited Jurisdiction Threshold and Require Mediation”
- “Fairly or Not - Mediation Comes to Prime Time”
- “When Facts Don't Necessarily Make Good Law”
- “How To Undermine The Mediation Process Without Really Trying”
- “Litigating Peer Harassment Claims Against Educational Institutions”
- “Racial Profiling is Bad But Wait Until You Read This”
- “Maximize the Prospects of Settling Your Case at Mediation”

PROFESSIONAL ORGANIZATIONS

Southern California Mediators Association
California Association of Workplace Investigators
Los Angeles County Bar – Labor & Employment Section
Pasadena Bar Association
Beverly Hills Bar Association