

Lisa W. Timmons, Esq.
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LISA W. TIMMONS, PLLC: 2013 TO PRESENT

Attorney, arbitrator, mediator, and fact finder of labor, employment, commercial, and consumer disputes.

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

Permanent Panels: APWU & USPS, Detroit District Central Area (arbitrator: regular and expedited panels)

Private Panels: AAA (employment, commercial, and consumer panels), Federal Mediation and Conciliation Service (FMCS), The Labor Relations Connection, Inc. (LRC), New Era ADR, Professional Resolution Experts of Michigan, LLC (PREMi), 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), 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), Iowa Public Employment Relations Board (PERB), 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 PERB, Michigan Department of Insurance and Financial Services (DIFS), 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)

Employment subject areas: Title VII, ELCRA, FMLA, ADA, FLSA, EEO, WPA, ADEA, discrimination, disparate treatment and impact, wage and hour disputes, employee classification, discipline, grievances, just cause, collective bargaining agreements, public policy, retaliation, protected activity, Merit System Protection Board, whistleblower claims, at-will employment, workplace investigations, ecclesiastical exception, termination, severance agreements, personnel manuals, independent contractors, unemployment compensation, and covenants not to compete.

Commercial subject areas: landlord/tenant law, retaliatory and wrongful eviction, commercial leasing, commercial real estate, Michigan and local liquor license law, tortious interference with a business relationship, contracts and breach of contract, breach of fiduciary duty, shareholder actions, fraud, subrogation, defamation, specific performance, business incorporation and dissolution, injunctions, declaratory actions, lemon-law, the Consumer Protection Act, franchise law, unjust enrichment, and promissory estoppel.

Lisa W. Timmons is a full-time neutral. Previous representative matters included:

- Represented Detroit bar owner in the transfer of state liquor license
- Represented Pontiac business seeking medicinal and recreational cannabis site licensing
- Obtained dismissal for businessowner accused of breach of real estate purchase agreement
- Represented local Pastor in a church separation resulting in a settlement agreement
- Represented tax professional drafting franchise agreements to license proprietary tax preparation software
- Represented community college drafting contracts, memorandums, and legal research
- Defended landlord in a seven-day bench trial for unlawful eviction, obtained money judgment in favor of the landlord
- Represented employees in Merit System Protection Board responses and appeals
- Negotiated and drafted severance agreements on behalf of employees
- Drafted personnel manuals and policies for closely-held business owners
- Represented several members/shareholders in business divorce cases both pre-suit and in arbitration
- Defended realtor in allegations of tortious interference of a real estate/property management company
- Defended client in insurance subrogation claims resulting in a settlement agreement
- Facilitated board meeting with executive director and board following an internal investigation
- Contract work for plaintiff employment law firm handling drafting, discovery, and responding to motions

OTHER EMPLOYMENT

***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 Step One complaints in the USPS REDRESS Program.

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

PROFESSIONAL APPOINTMENTS

- Chair-elect, ADR Section, State Bar of Michigan, co-chair Diversity and Inclusion Action Team
- Board of Directors and Chair of the ADR Section, Wolverine Bar Association
- Michigan Regional Chair, and Newsletter Editor, WIDR (Women in Dispute Resolution), ADR Section of the ABA

- Advisory Council, SheResolves
- 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
- Associate, College of Commercial Arbitrators, 2024-26 Mentorship Program
- SheResolves, Advisory Council
- PREMi, member
- International Council for Commercial Arbitration
- Wolverine Bar Association, Director and Chair of ADR Section
- National Bar Association, ADR, Insurance, and Labor and Employment Sections
- Labor and Employment Relations Association (LERA): National, SoCal, Central and Northeast Ohio, Oregon, New Jersey, Houston, Connecticut Valley, Maine, New York City, and Detroit
- Women Lawyers Association of Michigan
- Wayne County Probate Bar Association
- Oakland County Bar Association
- Federal Bar Association
- New York State Bar Association (non-NY attorney membership)
- California Arbitration
- ArbitralWomen
- The Labor Guild
- Society of Federal Labor and Employee Relations Professionals

AWARDS

- 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

- Author, 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>
- Author, 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, State and Local Government Bargaining and Employment Law Committee Midwinter Meeting, ABA Labor and Employment Law Section, January 2024

- Moderator, Bankruptcy Lunch & Learn, WIDR of the ABA and the Wolverine Bar Association, 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 Berstein, 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, 71st 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
- Certificate, Probate & Estate Planning, Institute of Continuing Legal Education (ICLE), 2020
- Certificate, Custody, Parenting Time, and Support Through Judgement Training, ICLE, 2020

- 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

FEES

Arbitration: \$1750 per diem for each hearing and study day up to 7 hours; \$1750 flat fee for any cancellation less than 7 days before the scheduled hearing date; actual costs for reasonable travel, meals, and lodging.

Mediation: \$325/hour