



Lisa W. Timmons, Esq.
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Lisa W. Timmons, PLLC, 2013 to Present

Independent arbitrator, mediator, court-appointed neutral, and fact-finder of labor, employment, public interest, and business disputes.

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, covenants not to compete, nonprofits, churches, schools, lemon-law, the Consumer Protection Act, franchise law, commercial real estate law, landlord-tenant law, adverse possession, summary eviction proceedings, unlawful eviction, unjust enrichment, and promissory estoppel.

- Arbitrator, Employment Panelist, American Arbitration Association (AAA)
- Arbitrator, Michigan Employment Relations Commission (MERC)
- Arbitrator, Iowa Public Employment Relations Board (PERB)
- Member, Professional Resolution Experts of Michigan, LLC (PREMi)
- Member, Academy of Court-Appointed Neutrals (ACAN)
- Arbitrator, National Arbitration and Mediation, Inc. (NAM)
- Arbitrator, Financial Industry Regulatory Authority (FINRA)
- Arbitrator, CAP-Motors (Consumer Arbitration Program for Motor Vehicles)
- Arbitrator, American Health Law Association (AHLA)
- Arbitrator, Michigan Department of Insurance and Financial Services (DIFS)
- Mediator, United States Postal Service (USPS), REDRESS—Equal Employment Opportunity
- Mediator, Pro Se Prisoner Mediation Program, U.S. District Court, MI Eastern District
- Mediator, Oakland County Circuit and Business Court Discovery Mediation
- Neutral Case Evaluator, Commercial and Employment Panels, Wayne County Circuit Court

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.

Education

- 2013 **Juris Doctor, *cum laude***, University of Detroit Mercy School of Law, Detroit, Michigan
- 1997 **Master of Arts**, Dispute Resolution, Wayne State University, Detroit, Michigan
- 1989 **Bachelor of Arts**, Communications, Michigan State University, East Lansing, Michigan

Admissions & Licenses

- Attorney, State Bar of Michigan
- Attorney, United States District Court, Eastern Division of Michigan
- Real Estate Broker, State of Michigan
- Guardian ad Litem, Wayne County Probate Court

Professional Appointments

- Board of Directors and Chair of the ADR Section, Wolverine Bar Association
- Michigan Regional Chair, WIDR (Women in Dispute Resolution), ADR Section of the ABA
- Michigan State Bar, District H, Character and Fitness Committee
- Michigan State Bar, Representative Assembly, 3rd Circuit of Michigan
- Director, Michigan State Bar, ADR Section, ADR Council
- Co-chair, Michigan State Bar, ADR Section, Diversity and Inclusion Action Team
- 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 Alternative Dispute Resolution
- Past member, Michigan Supreme Court Dispute Resolution Court Rule Committee

Diversity, Equity, and Inclusion Initiatives

- Michigan State Bar, ADR Section, Co-chair Diversity and Inclusion Action Team
- Detroit Bar Association, Diversity and Inclusion Section Member
- Host, Detroit Bar Association, 22 in '22 Webinar, November 2022
- Panelist, Michigan Legal Diversity Summit, October 2022
- Moderator, *Diversifying the Practice of ADR: Lessons Learned Mediating in Diverse Communities and Conflicts*, State Bar of Michigan, ADR Section Annual Meeting, 2021
- Author, Book Review of "Coffee and Conversations: Inclusion and Belonging," by Zenell B. Brown, *Detroit Lawyer*, Detroit Bar Association, (February 2021)

Professional Organizations

- State Bar of Michigan
- Board of Directors, Detroit Bar Association
- Chair, Wolverine Bar Association, Committee on Alternative Dispute Resolution
- American Bar Association
- Labor and Employment Relations Association (LERA), National, Oregon, and Detroit Region
- Women Lawyers Association of Michigan
- Wayne County Probate Bar Association
- Oakland County Bar Association
- Federal Bar Association
- 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

- Panelist, Optimal Virtual and Hybrid Hearings, The Association of Labor Relations Agencies, 71st Annual Conference, Vancouver, British Columbia, July 18, 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 11, 2023
- Speaker, Navigating Change, Case Evaluation, and Tort Cases in Michigan, ADR Section of the ABA, Annual Conference, May 10, 2023
- Moderator, *What's the Fallout? State Whistleblower Claims and Other Torts*, ABA Section of Labor and Employment Law, Employment Rights and Responsibilities Committee, Midwinter Meeting, March 14, 2023
- Moderator, *Michigan AFSCME Council 25 v Wayne Co.*, State Bar of Michigan Alternative Dispute Resolution Section, February 7, 2023
- 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

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 five exempt employees, approximately 1500 attorney case evaluators, and 250 mediators. Administrative responsibilities include fiscal management, overseeing the agency's 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 and overseers.

Training

- ALRA, Association of Labor Relations Agencies, Annual Meeting, July 2023
- LERA, 75th Annual Meeting, June 2023
- National Academy of Arbitrators, Annual Meeting, May 2023
- Roger Williams University School of Law, Labor & Employment Law Conference, April 2023
- American Bar Association, Employee Rights & Responsibilities, March 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
- State Bar of Michigan, ADR Section, ADR Annual Meeting, 13 hours, October 2021
- State Bar of Michigan, ADR Section, Managing High Conflict Disputes, 8 hours, March 2021
- State Bar of Michigan, ADR Section, ADR Annual Meeting, 11 hours, October 2019
- Certificate, Family Law, Institute of Continuing Legal Education (ICLE), 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