

MICHAEL H. LEB

— Mediator / Arbitrator —

LEB DISPUTE RESOLUTIONS

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SUMMARY OF QUALIFICATIONS

I have been a full-time neutral since 2008, was one of the first 20 mediators certified by MC3 and am a member of the National Academy of Distinguished Neutrals.

Before becoming a full-time neutral, I practiced labor and employment law and commercial litigation for over 25 years. My experience as a practicing attorney includes dozens of labor arbitrations, over 20 jury and court trials in employment (plaintiff and defense) 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, both public and private sectors. I have been an Adjunct Professor at Pepperdine University's Straus Institute for Dispute Resolution and a Lecturer at USC Gould School of Law. My experience as an arbitrator covers both public sector (including transportation, education, government, and law enforcement) and private sector (including manufacturing, transportation, distribution, retail, and healthcare).

In addition to my legal experience, 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. I also served as 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. From 2014-2018, I was the owner and CEO of Choctal LLC, a start-up selling single-origin, super-premium ice cream throughout the United States.

NEUTRAL PANELS

- AMERICAN ARBITRATION ASSOCIATION
- CA OFFICE OF ADMINISTRATIVE HEARINGS
- CA PUBLIC EMPLOYEE RELATIONS BOARD
- CA STATE MEDIATION AND CONCILIATION SERVICE (SMSC)
- CA DEPT. OF HR AND CCPOA
- CITY OF ANAHEIM POLICE DEPARTMENT AND APA
- CITY OF LOS ANGELES EMPLOYEE RELATIONS BOARD
- CITY OF SANTA MONICA
- FEDERAL MEDIATION AND CONCILIATION SERVICE.
- LOS ANGELES COUNTY EQUITY OVERSIGHT PANEL
- LOS ANGELES POLICE COMMISSION
- NATIONAL MEDIATION BOARD
- UNITED STATES DISTRICT COURT (C. D. CAL.)

EMPLOYMENT HISTORY

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| LEB DISPUTE RESOLUTIONS (nee LEB LAW FIRM) , Pasadena, CA | 6/06 – present |
| <ul style="list-style-type: none">• Full-time neutral on the panels listed above | |
| WAL-MART STORES, INC. , Bentonville, AR | 3/05 - 3/06 |
| <ul style="list-style-type: none">• Senior Vice President – Human Resources | |

As Senior VP - Corporate Human Resources for Wal-Mart, I reported directly to the company's Chief People Officer and managed a team of 5 direct reports (135 total team members; over \$20M annual budget) with responsibility for human resources administration, training and communication, employment compliance and investigations, and organizational effectiveness for the world's largest retailer (\$300 billion annual revenue; 1.4 million Associates).

BONONI LAW GROUP , Los Angeles, CA	7/02 - 3/05
• Plaintiff's Employment Litigation and Trial Practice	
SAFEWAY, INC. , Pleasanton, CA	3/99 – 7/02
• Vice President – Manufacturing	
<i>I had P & L responsibility for all plant operations for this 41-plant, 2000-employee, food-processing (dairy, bakery, carbonated beverage, grocery) business unit with annual sales of about \$3 billion, an annual operating budget of nearly \$200 million, and a capital budget of over \$40 million.</i>	
• Vice President – Corporate Labor Relations	6/98 - 3/99
<i>As member of Safeway CEO's Executive Staff, I oversaw the Labor Relations function (7 direct reports) budget, and administration of over 400 Labor agreements</i>	
• Director, Labor Contract Administration	1/95 – 6/98
LAW OFFICES OF MICHAEL H. LEB , Santa Monica, CA	10/92 - 1/95
• Plaintiff's 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

PUBLICATIONS

I authored the following articles, published in the Los Angeles Daily Journal:

- “The Neutral Corner” (multiple columns)
- “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

- National Academy of Distinguished Neutrals
- California State Bar Association – Labor & Employment Section
- Los Angeles County Bar Association – Labor & Employment Section
- Pasadena Bar Association
- Southern California Mediation Association