

MICHAEL H. LEB
LEB DISPUTE RESOLUTIONS
michael@lebdr.com
626-298-5109

SUMMARY OF QUALIFICATIONS

I have been a full-time neutral since 2008. 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 on the neutral panels for the American Arbitration Association and Alternative Resolution Centers. I am one of nine panelists on Los Angeles County’s Equity Oversight Panel, which conducts briefings, and issues disciplinary recommendations on every internal EEO complaint filed by a County employee. I serve as Pro Tem Administrative Law Judge for the California Office of Administrative Hearings. I have been appointed to the Hearing Officer Panel for the City of Santa Monica and the Arbitration Panel for City of Anaheim Police Department and APA. I mediate cases as part of the Federal District Court (Central District of California) Mediation Panel. I served as a Special Mediator for the joint CCSD/CCEA expedited grievance panel. I taught as an Adjunct Professor of Law at the Straus Institute for Dispute Resolution.

Before becoming a full-time neutral, I practiced labor and employment law on behalf of both employers and employees for over 25 years. My experience as a practicing attorney includes dozens of labor arbitrations, over 20 jury and court trials 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, both public and private sectors. 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 labor and employment cases from “every side of the fence.”

In addition to my stints as litigator representing both plaintiffs and defendants in employment matters and handling a variety of business litigation, 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, a was the owner and CEO of Choctal LLC, a start-up selling single-origin, super-premium ice cream in retail grocers throughout the United States.

EMPLOYMENT HISTORY

CA OFFICE OF ADMINISTRATIVE HEARINGS	1/18 – present
• Pro Tem Administrative Law Judge	
AMERICAN ARBITRATION ASSOCIATION	6/14 – present
• Commercial and Employment Panel Mediator and Arbitrator	
ALTERNATION RESOLUTION CENTERS (ARC)	6/14 – present
• Panel Mediator and Arbitrator	
LEB DISPUTE RESOLUTIONS (nee LEB LAW FIRM); Pasadena, CA	6/06 – present
• Commercial, Employment & Labor Arbitration and Mediation	
WAL-MART STORES, INC.; Bentonville, AR	3/05 - 3/06
• 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

\$20MM annual budget) with responsibility for human resources administration, training and communication, employment compliance and investigations, and organizational effectiveness for the world's largest retailer (\$300BB annual revenue; 1.4MM Associates).

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

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 budgets of nearly \$200 million, and a capital budget of over \$40 million.

- Vice President – Corporate Labor Relations 6/98 - 3/99

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.

- 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

PUBLICATIONS

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

- “The Neutral Corner” (monthly column beginning 1/18)
- “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

California State Bar Association– Labor & Employment Section
Los Angeles County Bar Association– Labor & Employment Section
Pasadena Bar Association

COMMUNITY ACTIVITIES

Pasadena Symphony and Pops – Board of Directors
Families Forward (Pasadena) – Board of Directors