



Advancing the practice and public understanding of conflict resolution

ACR WORKPLACE SECTION OBJECTIVES

- Increase professional development and outreach opportunities for workplace ADR practices
- Shape the global future of workplace ADR and ACR
- Build Advanced Practitioner (AP) community and value

THE FIELD OF ADVANCED PRACTITIONERS (AP)

The ACR Mediator/Arbitrator referral service provides a list of all current AP members who practice in the areas of **workplace mediation** or **arbitration** including **labor & employment issues**.

All practitioners on the list have met clear training and experience requirements.

WHAT'S IN IT FOR ME? (WIIFM)

- As Advocates
- As Practitioners
- The General Public

WIIFM...AS AN ADVOCATE?

- Agency (e.g. AAA, FMCS, etc.) referred panel includes arbitrators unfamiliar to you OR opposing party suggests arbitrator or mediator about whom you know little or nothing
- Recognition that part of your business is keeping abreast of qualified professionals available in dispute resolution
- Your credibility is enhanced when using professionals who have met established national association standards

Your resource...the ACR AP Community

WIIFM AS A NEUTRAL?

- Verifiable public recognition of meeting rigorous national association standards as an arbitrator and/or mediator
- ACR's website lists all current Advanced Practitioner (AP) members
- Be a leader in the growing community of advanced practitioners
- Your credibility is enhanced as a professional who has met established national association standards

Your resource...the ACR AP Community

WIIFM AS A NEUTRAL?

- AP Legal Defense Fund
(established 11/1/06)
- Provides financial reimbursement for certain "out of pocket" costs from legal representation
 - Relates to compelling public policy concern
 - Includes response to a subpoena, challenges to arbitral immunity
 - Must be ACR Workplace AP member, have current liability insurance, documented attorney's expenses, and not exceed \$500 per year

HOW TO VERIFY AN AP DESIGNATED PROFESSIONAL

- www.ACRnet.org
- Searchable database available within three clicks
- Free referral listing to consumers and professionals

MEETING THE STANDARDS ~ MEDIATORS ~

- Experience*
 - Minimum of 20 workplace mediations as lead or solo mediator, and
 - Minimum of 80 hours as lead or solo mediator in workplace disputes
- Training*
 - Forty (40) hour basic training, and
 - Additional twenty (24) hours training in core areas of substantive knowledge, knowledge of the process, and application of skills and knowledge

**documented experience and training must be current or within four (4) years of application*

MEETING THE STANDARDS

- Service to the Field*
 - Fifteen (15) hours of volunteer service in the field, including three (3) hours of guidance, mentoring or supervision services to other mediators
- References*
 - Two (2) letters of reference from colleagues knowledgeable of the applicant's workplace experience
 - Two (2) letters of reference from consumers of the applicant's mediation services
 - One (1) letter of reference from a mediator who has received guidance, mentoring or supervision services from the applicant

** Within four (4) years of application*

MEETING THE STANDARDS

- Commit to Standards of Practice established by ACR
- Provide proof of liability insurance (or explanation of why such coverage is not required) to be listed on ACR Website AP Referral Listing
- Maintain current ACR and WPS membership

MEETING THE STANDARDS

- Renewal
 - Every three years
 - Proof of liability insurance
 - Verification of completion of eighteen (18) hours of appropriate continuing education in the three years prior to renewal.

MEETING THE STANDARDS ~ ARBITRATOR ~

- Experience*
 - Thirty five (35) countable cases as arbitrator (includes final and binding awards, expedited awards, advisory awards)
 - Twenty five (25) countable cases must be written awards – no more than ten (10) awards from the same parties
 - Proof of all cases requires appointment letters or first/last pages of awards
 - NAA members accepted as meeting experience requirements

**documented experience and training must be current or within five (5) years of application*

MEETING THE STANDARDS

- Service to Field*
 - Twenty four (24) hours of volunteer service to the field, including but not limited to:
 - Mentoring or supervision in ADR for which no compensation is received
 - Volunteer arbitration
 - Service to professional associations
 - Facility in workshops or presentations in ADR for no compensation except expenses

** Within three (3) years of application*

MEETING THE STANDARDS

- Commit to Standards of Practice established by ACR
- Provide proof of liability insurance (or explanation of why such coverage is not required) to be listed on ACR Website AP Referral Listing
- Maintain current ACR and WPS membership

MEETING THE STANDARDS

- Renewal
 - Every five (5) years
 - Proof of liability insurance
 - Verification of completion of twenty-four (24) hours of appropriate continuing education in the five years prior to renewal on issues related to labor/employment arbitration

ACR's WORKPLACE SECTION (WPS)

- Purpose
 - *Serve as a vibrant representative of workplace conflict resolution practices*
 - *Grow as one of ACR's largest, most active sections with over 1000 members*

WHO ARE MEMBERS OF ACR WPS?

- *Mediators*
- *Arbitrators*
- *ADR program managers*
- *Ombuds*
- *System design consultants*
- *Conflict resolution coaches*
- *Interest-based negotiators*
- *Researchers*
- *Group facilitators*
- *Workplace Trainers*

WORKPLACE SECTION Tri-Chairs

- **Debra Dupree** (2005 - 2007)
debradupree@pulseinstitute.com
- **Dina Beach Lynch** (2006 - 2008)
dina@adrpracticebuilder.com
- **Michael McDowell** (2006 - 2008)
mmcdowell@arbitrationsandmediations.com
- **Vicki Knudsen** (2007-2009), Chair-Elect
vknudsen@mt.gov

WPS ADVISORY BOARD (*past WPS Chairs*)

- Pattie Porter
- Richard "Dick" Fincher
- Rita Callahan
- Nancy Peace
- Michael Dickstein

JOIN THE GROWING RANKS

of advanced practitioners in workplace
mediation & arbitration

Be knowledgeable
Be professional
Be credible

THANK YOU!