

**Richard D. Fincher  
Mediator/Arbitrator**

602-953-5322 (Office)

602-953-5323 (Fax)

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**Managing Partner, Workplace Resolutions LLC**, Phoenix, Arizona (1998-Present)

Workplace Resolutions is a national full-service consulting practice providing mediation, arbitration, class-action services, conflict systems design, ADR training, and multi-party public policy facilitation.

**Chairman, City of Phoenix Employee Relations Board (PERB)**

**Faculty Associate**-Human Resources, Labor Relations, and Alternative Dispute Resolution  
Arizona State University, Carey College of Business, Tempe, Arizona

**Faculty Associate**-Employment mediation and arbitration  
Scheinman Institute for Conflict Resolution, Cornell University

**Author: Emerging Systems of Managing Workplace Conflict:** Jossey-Bass Publishers, April 2003

**Honors**

Advanced Practitioner in Employment Mediation-Association for Conflict Resolution

Advanced Practitioner in Employment Arbitration-Association for Conflict Resolution

**Alternative Dispute Resolution Panels**

*American Arbitration Association*

- National Employment Mediation and Arbitration Panel
- Commercial Mediation and Arbitration Panel
- Mass Claims Panel
- Labor Arbitration Panel
- Arizona Academic Grievance Panel

*United States Government*

- US Department of Agriculture, Agricultural Mediation Panel
- Nuclear Regulatory Commission-Mediation Roster
- Department of Energy-Mediation Roster
- EEOC Resolve Mediation Panel
- US Department of the Interior; Bureau of Reclamation- Mediation Panel
- Federal Occupational Health Mediation Program

*State of Arizona*

- Probate Division of the Maricopa County Superior Court- Mediation Panel
- State of Arizona Office of Attorney General (AG)-Civil Rights Mediation Panel
- Maricopa County Justice Courts-Civil Mediator
- State of Arizona Department of Education Hearing Officer Panel

CPR National Employment Mediation Panel

National Association of Security Dealers (NASD)-Mediation and Arbitration Panel

Phoenix Public Employee Relations Board (PERB)-Hearing Officer

Alliance for Education in Dispute Resolution (AEDR), National Workplace Mediation Panel

## **Education**

DePaul University College of Law – Chicago, Illinois

J.D., February 1982

Research Assistant in International Criminal Law for Professor Cherif Bassiouni  
(1998 Nobel Peace Prize Nominee)

Intern to Honorable John W. Cooley, U.S. Northern District of Illinois

Intern to the National Labor Relations (NLRB) Board, Region 13

Cornell University – Ithaca, New York

B.S., School of Industrial and Labor Relations

Student Apprentice in labor mediation and labor arbitration

## **Bar Admissions**

Admitted to Illinois Bar, 1982 (active)

- Supreme Court of the State of Illinois
- United State District Court – Northern Illinois
- Seventh Circuit Court of Appeals

Admitted to California Bar, 1987 (active)

- Supreme Court of the State of California
- United State District Court – California
- Ninth Circuit Court of Appeals

## **Prior Professional Experience**

Vice-President, Human Resources

Honeywell Corporation, Phoenix, Arizona

Corporate Counsel-Labor and Employment Law

Baxter Healthcare Corporation, Chicago, Illinois

Corporate Counsel-Labor and Employment Law

Borg-Warner Corporation, Chicago, Illinois

Plaintiff Employment Attorney (pro-bono)

Chicago Volunteer Legal Services, Chicago, Illinois

ADR Consultant

American Arbitration Association, Washington, D.C.

## **Memberships, Affiliations, and Honors**

Past-President-Maricopa Dispute Resolution Association (MADRA)

Board of Directors-State Bar of Arizona ADR Section

Past President and Board of Directors-Arizona Industrial Relations Association (AIRA)

Maricopa County Bar Association (MCBA)-ADR Committee, Editor: Legal ADR Series

American Bar Association (ABA)

- Dispute Resolution Section, National Conference Speaker
- Labor and Employment Section, Litigation Section, Judicial Administration Section

Association for Conflict Resolution (ACR), Washington, D.C.

- National Vice-President and Board of Directors
- National Taskforce on ADR and the Unlawful Practice of Law
- Former Co-Chair of Workplace Section ,
- 2001-2008 National Conference Speaker