



225 Broadway
Suite 1400
San Diego, CA 92101
(619) 233-1323 Tel.
(619) 233-1324 Fax
www.adrservices.org

MICHAEL J. ROBERTS, ESQ.

“Mediation almost always results in settlement when a skilled and determined mediator is involved in the process. My personal mission is to 'go the extra mile' to insure settlement no matter what obstacles stand in the way.”

EMPLOYMENT DISPUTE RESOLUTION EXPERIENCE

Mike Roberts has over 30 years experience in the litigation and mediation of employment disputes. During the past 15 years, he has served as a mediator in over 1,000 employment matters including many involving extensive media exposure. Comments from attorneys and parties who have mediated employment matters with Mike describe him as a person with: “extensive knowledge in employment law”; “the ability to deal with difficult parties and emotional issues”; “high energy and tenacity”; “great people skills”; “strong communicative and persuasive abilities”; and “the skills and instincts to settle impossible cases”.

Mike has mediated numerous complicated and emotionally charged employment disputes including:

- Discrimination cases based on gender, race, age, disability, religion, national origin, pregnancy and sexual orientation
- Wrongful termination claims based on breach of implied contract and/or in violation of public policy
- Constructive termination
- Quid pro quo and hostile work environment sexual harassment cases
- Whistle blower cases
- Americans With Disabilities Act violations
- Retaliation claims
- Wage and hour violations
- Sexual assault and other employment related torts
- Class actions suits
- Family Medical Leave Act matters
- Breach of Employment Contract disputes
- Defamation claims
- ERISA and employee benefit matters
- Non-competition cases
- Qui Tam cases
- Trade secret matters
- Workers' Compensation stress and disability claims

REPRESENTATIVE EMPLOYMENT CASES HANDLED BY MIKE ROBERTS

- Sexual harassment, wrongful termination and various employment related torts by CEO of public corporation arising out of allegedly consensual sexual relationship with assistant
- Termination of company CFO for absenteeism as a result of her need to care for ailing relative allegedly in violation of Family Medical Leave Act
- Termination of partner of national law firm due to aggressive and demeaning actions toward female associates with allegations that the firm failed to follow its progressive discipline policy
- Class Action against Fortune 500 Company alleging failure to pay required overtime to allegedly non-exempt employees who were compensated on a commission basis
- Sexual harassment claim against supervisor where violation not reported through the channels specifically required under Company's Policy and Procedures manual
- Claim of disability discrimination by employee of a major public utility for claimed refusal to provide reasonable accommodations in violation of the Americans with Disabilities Act
- Gender discrimination and constructive termination claim by female insurance company executive following her resignation due to promotion of less qualified male executive to be her direct superior
- False imprisonment, sexual battery and sexual harassment claims by female employee who was required to accompany her male superior on multiple out-of-state business trips
- Claims of race and age discrimination in the termination of 15 plaintiffs by a major defense contractor in downsizing
- Malicious prosecution claim arising out of lawsuit filed to prevent disclosure of alleged trade secrets
- Wrongful termination claim by sales representative who was allegedly hired from a competitor in order to obtain proprietary information and then terminated after that information was obtained
- Age discrimination claim by CEO arising out of his termination following a corporate merger and reorganization
- Reverse discrimination claim by University Administrator following denial of promotion to Academic Dean position
- Whistle Blower claims by corporate executive and company controller as a result of termination following reports to SEC concerning accounting irregularities

REPRESENTATIVE SPEAKING ENGAGEMENTS

Frequent speaker at various legal and professional seminars on subjects related to the resolution of employment disputes including: "Creative Strategies for Resolving Employment Disputes"; "Designing a Multi-Step Approach to Resolving Employment Disputes"; "What Every Employment Lawyer Should Know About Mediation"; "An HR Manager's Guide To the Effective Management of Employment Claims"; "Preparing Your Employer and Employee Clients For Mediation".

ACTIVITIES AND HONORS

- Full time mediator, arbitrator, special master and discovery referee since 1993 - Mediation Offices of Michael J. Roberts, 1993 to 2002; JAMS, 2002 to 2005; and, ADR Services, 2006 to Present.

- Fellow, International Academy of Mediators, 1997-present
- Member CPR Panel of Distinguished Neutrals, Los Angeles
- Former Chairperson, Real Property Law Section, San Diego County Bar Association
- Former Chairperson, Real Estate Advisory Committee, American Arbitration Association
- Member of the Association of Business Trial Lawyers of San Diego
- Member of the Board of Trustees of the San Diego Chapter of the National Multiple Sclerosis Society (1988-1998)
- Member of the Board of Directors of the San Diego Mediation Center (1993-1995)
- "AV" rated in the Martindale-Hubbell Law Directory
- Senior litigation partner in major San Diego law firms. 1974-1993

REFERENCES AVAILABLE UPON REQUEST