



Earlene Regina Baggett-Hayes, Esq.

NBA Certified Mediator

Michigan, Illinois, Georgia
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Mediation is a process which acknowledges that differences do exist, provides an opportunity for expression and clarity, and capitalizes upon the opportunity to better understand, all while embracing the opportunity to reach resolution while focusing on the future.” ERBH

MEDIATION PRACTICE

Ms. Baggett-Hayes owns and operates The Law and Mediation Center, PLLC., where she has handled hundreds of cases. Her practice includes Mediation, Facilitation, Conflict Coaching, Arbitration, Med/Arb, Fact-Finding, Investigations and extensive Training.

PRACTICE AREAS

Business	Education/Special Education	Municipal
Civil Rights	Elder	Non-Profits
Community	Employment	Personal Injury
Discrimination	Labor	Probate
Domestic and Family	Large Groups	Property
Ecclesiastics	Multi-Party Groups	Sexual Harassment

MEDIATION STYLES: Facilitative, Evaluative, or Transformative

TRAINING AND CERTIFICATIONS (abbreviated list)

2015-2020 Mediating Cases During the Covid Pandemic, Zoom Mediation Training, State Bar Mediation Training, NBA Mediation Practicum, Creating Your Own Mediation TV Program

2010-2014 Advanced Negotiations & Dispute Resolution, Med/Arb, Court Foreclosure Mediation, FMCS 40 hr. Mediation Training, Annual Advanced Negotiation and Dispute Resolution Training, Conflict Coaching, Multi-Party Mediation and Facilitation

2005-2009 ABA Dispute Resolution, Mortgage & Foreclosure Mediation Training, Mediating Money Matters, EEOC Mediation Certification Program, Peer Mediation, Divorce and Custody 40 hr. Mediation Training, Domestic Violence Training Protocol, Communications Skills for Mediators, Advanced Mediation in Employment Disputes, USPS Transformative Training, Business to Business Mediation Training, National Conference for Minorities in ADR

1996-2008 Civil Mediation 40 hrs, AAA Advanced Mediation Training, National Conference for Minorities in ADR, Advanced Negotiations and Dispute Resolution

TRAININGS DEVELOPED AND FACILITATED

“Increasing Your Effectiveness at the Mediation Table,” “50 Ways to Leave Impasse,” “Domestic Relations Mediation Training,” “Domestic Violence Training Protocols,” “Agreement Writing,” “40-Hour Civil Mediation Training,” “Revelations from a Mediator’s Bag of Tricks,” “10 Biggest Roadblocks to a Successful Mediation,” “Effectively Dealing with Lawyers in Mediation,” “Peer Mediation for Students,” “Conflict Resolution Training,” “How Mediation Works”

PANELS

National Bar Association Certified Panel of Mediator; Federal Mediation and Conciliation Service (FMCS); American Arbitration Association (AAA); National Mediation Board; Ohio Civil Service Employees and State of Ohio; Ohio State Employment Relations Board; Resolute Systems, LLC; Professional Resolution Experts of Michigan (PREMi); Several Regional EEOC Mediation rosters; Various Circuit and District Court Mediation Rosters; Eastern District Court of Michigan Mediation roster; Various Community Dispute Resolution Center Mediation rosters; Special Education Panel; Darden Corporation Mediation roster (former)

PUBLICATIONS

“The Smart of Compromise,” “The Mediator Can ‘Flip the Script’,” “Pro se Prisoner Civil Rights Mediations,” “Promoting Diversity in Alternative Dispute Resolution,” “Getting Beyond Impasse in Mediation,” “Top Ten Reasons to Mediate Business Disputes,” “Cross-Cultural Legal Counselling,” “What is Mediation?...What is Arbitration?”

Producer of a regular cable television Mediation broadcast entitled, “We Can Work It Out.”

EDUCATION AND BAR ADMISSION

J.D., Creighton University, Omaha, NE, Law

M.A., Roosevelt University, Chicago, Il, Public Administration

B.A., Creighton University, Omaha, NE, Political Science

Admitted to practice law in Michigan, Illinois, United States Court of Appeals (current application in GA)

AWARDS/LEADERSHIP

2018 State Bar of Michigan Distinguished Service in ADR

2017 Payne Pulliam “The Leader Next Door” Award

2015 Straker Bar Association Trailblazer’s Award

2013 First African American Female Arbitrator in Oakland County Award

2012 Sojourner Truth Leadership Award

2011 Leon Hubbard Diversity in the Law Award

2010 NANBPW Leadership Award

2010 American Business Women’s Award

SCOPE

National Practice with conference space or travel availability. Will provide in-person or video-conference services. **Also available to conduct video-conferencing via Zoom platform.**

ARBITRATION PRACTICE

ISSUES INCLUDE: Commercial, Labor/Employment/Civil Rights, Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Benefits, Conduct, Discipline, Discharge, Contract Interpretation, Hours, Job Performance, Job Classification and Rates, Overtime, Severance, Vacation, Work Hours/Schedules/Assignments, Working Conditions, Municipal, Securities, Credit, Non-Profits, Real Estate, Residential and Condominium Associations

INDUSTRIES INCLUDE: Automotive, Banking, Building Products, Broadcasting, Community Organizations, Construction, Education, Foundry, Government, Health Industry, Office, Police and Fire, Railroad, Real Estate, Telecommunications and Warehousing

In addition to extensive arbitration, Ms. Baggett-Hayes conducts mediations, fact-finding, conflict coaching, consultation and multi-party facilitations.

PANEL/ROSTER MEMBERSHIPS

Federal Mediation/Conciliation Service (FMCS)	City of Detroit/AFSCME Panel
American Arbitration Association (AAA)	Professional Arbitrators of MI
Financial Industry Regulatory Agency (FINRA)	Coal Arbitration Service (former)
Consumer Arbitration Program Ford/Porsche	National Arbitration Forum (former)
Michigan Employment Relations Commission (MERC)	Ohio State Employment Relations Bd
USPS/APWU Panels, Great Lakes, Southern, Eastern	

TRAINING AND CERTIFICATION

Federal Mediation and Conciliation Service Federal Labor Arbitration Training 2020
National Association of Railway Referees Conference, Annually 2008-2020
National Mediation Board Labor Arbitrator Training 2010-2020
National Bar Association Arbitrator Certification Training, 2010-2020
National Academy of Arbitrators Regional Arbitrator /USPS Training 2015-2020
FMCS/LERA Arbitrator and Advocate Symposium 2019
Michigan State Bar ADR Conference on Arbitration (annual conferences)
Diversity and Inclusion in ADR 2018
Consumer Arbitration Program Training, 2018 and 2020
On-Line Dispute Resolution 2017, 2016
Federal Mediation and Conciliation Service – 40 Hr. Training 2014
Sports Arbitration, St. John’s Law School, New York, 2014
Labor Arbitration Institute 2014-17
AAA “Just Cause” Training, & AAA Maximizing Efficiency & Economy in Arbitration 2012
Ohio State Employment Relations Board, 2010-2019
National Arbitration Forum, 2008
Financial Industry Regulatory Training (formerly NASD), 2008
Arbitrating Civil Disputes, 2007
Becoming a Labor Arbitrator, FMCS & How to Become an Arbitrator, AAA 2006

SPEAKING ENGAGEMENTS

- 2020 “Marketing Your ADR Practice, Making It Rain”
- 2018 SERB “Mediating Prior to Arbitrating”
- 2018 Ohio OCSEA “How Will the Arbitrator Rule, and Why?”
- 2017 FMCS Panelist, “Just Cause”
- 2016 Cooley Law School, “Becoming an Arbitrator”
- 2014 Eastern Illinois University, “Becoming an Arbitrator”
- 2013 Wayne State University, “Arbitrating Real Estate Matters”

PUBLICATIONS

“The Smart of Compromise,” “The Mediator Can ‘Flip the Script’,” “Pro se Prisoner Civil Rights Mediations,” “Promoting Diversity in Alternative Dispute Resolution,” “Getting Beyond Impasse in Mediation,” “Top Ten Reasons to Mediate Business Disputes,” “Cross-Cultural Legal Counselling,” “What is Mediation?...What is Arbitration?”

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