



Reagan H. Weaver

Attorney / Arbitrator / Mediator / Administrative Law Judge

Civil Law Experience

Over 30 years of civil litigation practice, developing a practice focused for 15 years almost exclusively on federal and state employment claims, including wrongful discharge tort claims; breach of contract; discrimination in terms and conditions, promotions and termination; sex and racial harassment; retaliation; malicious prosecution and personal injury in employment -- usually on the side of employees with notable exceptions defending companies in a class action wage and hour federal case, a pregnancy discrimination suit filed by the EEOC and occasional representation of closely held businesses accused of discrimination or wrongful conduct.

Substantial experience as counsel participating in mediations.

Alternative Dispute Resolution Experience

Mediator in over 250 civil cases since having been certified to mediate first in the pilot program of the North Carolina Superior Courts and then in the permanent Superior Court and Industrial Commission programs; Sole arbitrator or panelist in more than 75 live testimony or document cases; Hearing officer/judge for annual caseload of approximately 24 OSHA matters with formal written opinions issued after trials/motion hearings in approximately 15 cases

Tried, as Plaintiff's counsel, one of North Carolina's first Summary Jury Trials; Employed, with opposing counsel, a neutral expert to decide final issue in a sex harassment case resulting in settlement; Served as one of two Reporters to the North Carolina Bar Association (NCBA) Alternatives to Litigation Task Force (1985), and served on all subsequent precursor committees prior to formation of the NCBA Dispute Resolution Section (1985 – 1993)

Over 30 years of assistance to two professors at the University of North Carolina School of Law helping to teach negotiation and dispute resolution to law students each year and approximately ten years of helping teach Negotiation to lawyers, including workshops sponsored by the National Institute of Trial Advocacy (NITA)

Panelist for North Carolina Bar Association Dispute Resolution Section CLE, "Communication Skills", Ethics Component, 2018

Work History Summarized

Owner, Capitol Law Resolutions, Independent Arbitrator/Mediator	2015 – present
North Carolina Occupational Safety and Health (OSHA) Review Commission, Administrative Law Judge	2003 – present
Owner, Capitol District Law Offices, employment law/ADR/OSHA	1992 – 2015
Partner, Weaver and McBennett, general civil practice	1989 – 1992
Partner, Edmisten and Weaver, general civil practice	1984 – 1989
Executive Director, High Point Human Relations Commission	1974 – 1980
Housing Specialist, Triangle J Council of Governments	1973 – 1974

Credentials/Memberships/Leadership

Admitted to the Bar: North Carolina, 1984; all Appellate and Trial Courts of North Carolina, 1984; U.S. District Court: Middle (1987) and Eastern (1986) Districts of North Carolina; U.S. Court of Appeals: Federal (1987) and Fourth (1993) Circuits

National Academy of Distinguished Neutrals; North Carolina Academy of Superior Court Mediators; American Bar Association; North Carolina Bar Association Employment and Dispute Resolution Sections (ADR Section, Past Chair); Wake County Bar Association

Center for Public Resources Legal Program Award for *Excellence and Innovation in Alternative Dispute Resolution and Dispute Management* for the 1983 paper "Orders of Reference: Ready and Waiting for Imaginative Lawyers?"; "Interracial and Cross-Cultural Relations," *Journal of Intergroup Relations*, 1980

Chair and Vice Chair of NCBA Dispute Resolution Section, 1993-1995; Martindale-Hubble AV rating; Super Lawyers, 2009; President of Rotary Club of Raleigh, 2014-2015 (Centennial Year)

Alternative Dispute Resolution Training

- ACE 20 - Cyber Security: A Shared Responsibility, 2019
- AAA ACE 19 Case Finances: What Arbitrators Need to Know, 2019
- ACE 18 - Arbitrator Performance and Demeanor ~ Meeting Participant Expectations, 2018
- AAA Social Media and Ethics - Should Labor Arbitrators and Advocates Ever Be 'Friends'?, 2017
- Arbitrator's Conducting Legal Research - Good Idea or Bad?, 2017
- Using Guided Choice to Get the Most from Your Mediation, 2015
- Litigant Psychology, 2015
- AAA Dealing With Delay Tactics in Arbitration (ACE004), 2007
- AAA Arbitration Awards: Safeguarding, Deciding & Writing Awards (ACE001), 2006
- AAA Arbitrator Ethics & Disclosure (ACE003), 2005; AAA Arbitrator Update 2003
- AAA Commercial Arbitrator II Training, 2001; AAA Commercial Arbitrator Training, 1999
- Advanced Mediation Training, National Academy of Distinguished Neutrals, 2009, 2011, 2013, 2015, 2017, 2019
- NCBA Dispute Resolution Section, Annual Meetings
- Dispute Management, Inc., Mediation Certification Training, 1992

Education

MBA – JD, University of North Carolina at Chapel Hill	1984
International Law, Cambridge University, England	1982
BA, University of North Carolina at Chapel Hill	1973
International Studies/Primary Discipline: Economics	