



Linda.MealeyLohmann  
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## *Linda M. Mealey-Lohmann*

**Mediator, Arbitrator, Lawyer, Adjunct Professor of ADR**

Attorney LINDA MEALEY-LOHMANN practices exclusively in the area of ADR, handling primarily commercial, workplace, and employment law disputes. Early in her career as an employment law litigator, she recognized the financial and emotional toll that litigation places on litigants and concluded that there must be a more effective way to help parties resolve disputes. Following her instincts, Linda shifted her litigation practice to ADR – “appropriate” dispute resolution. She has developed a unique approach to mediation, based on her training and education in the facilitative, evaluative, transformative, and understanding-based mediation approaches. As a mediator, Linda tailors each mediation to fit the parties’ needs, helps parties understand their own personal, economic, and business interests, and helps them think creatively about solutions that may satisfy those interests better than litigation. Her work with ValueSolve ADR reflects her desire to provide high quality, affordable ADR services to those who may not otherwise be able to afford them.

Consistent with her philosophy, Linda trains future lawyers in “appropriate” dispute resolution (negotiation, mediation, arbitration, and other Rule 114 ADR processes) as an Adjunct Professor at William Mitchell College of Law. She recently co-authored ***The Minnesota ADR Handbook : A Guide to Mediation, Arbitration, and Other Processes for Advocates and Neutrals*** (MN CLE 2011). Linda is a member of several mediation panels – a contract mediator for the Equal Employment Opportunity Commission Early Mediation Program and for the U.S. Postal Service REDRESS Transformative Mediation Program, and a volunteer mediator for several Minnesota agencies and courts. She has mediated over 300 disputes, including employment law matters, commercial matters, debt collection, landlord/tenant, breach of contract, construction, home improvement, and other business disputes. Linda is a frequent presenter for Minnesota CLE and has written and presented extensively on ADR, mediation, and employment law topics since 1995.

Linda also has significant cross-cultural experience. Linda is fluent in Mandarin Chinese and has lived in and traveled to China 19 times in the last 30 years. Linda has extensive knowledge of Chinese language, culture, business practices, and style of communication. She is active in the local Chinese community and sits on the boards of two China-related non-profit organizations. Linda previously studied Spanish and lived in Peru. Linda also teaches cross-cultural communication and the impact of culture on ADR processes. This experience and knowledge help Linda work effectively with parties of varying ethnic backgrounds.

### **EDUCATION**

- J.D., *cum laude*, University of Minnesota Law School, 1990  
Note & Comment Editor (1989-1990), Staff Member (1988-1989) *Minnesota Law Review*
- M.A., Chinese Language and Literature, University of Minnesota, 1986
- B.A., East Asian Studies, University of Minnesota, 1981
- Mandarin Chinese, Tunghai University, Taichung, Taiwan, 1982

## PROFESSIONAL BACKGROUND

- Mealey-Lohmann Mediation & Dispute Resolution Services, 2004 to present
- Adjunct Professor, William Mitchell College of Law, ADR and Mediation courses, 2005 to present
- Contract mediator for the Equal Employment Opportunity Commission, 2004 to present
- Contract mediator for U.S. Postal Service REDRESS Transformative Mediation Program, 2007 to present
- Administrative Hearing Office, City of Woodbury, MN, 1999 to present
- Dorsey & Whitney LLP, Employment Law Litigator, Minneapolis, MN 1995-1998
- O'Melveny & Myers, Labor & Employment Law Litigator, Los Angeles, CA, 1991-1995
- United States District Court, Central District of California - Judicial Law Clerk, 1990-1991

## SUMMARY OF QUALIFICATIONS

- *Alternative Dispute Resolution* – Qualified Neutral under Rule 114 of the Minnesota General Rules of Practice for Civil Adjudicative/ Evaluative and Civil Facilitative/Hybrid processes. Co-Author of ***The Minnesota ADR Handbook: A Guide to Mediation, Arbitration, and Other Processes for Advocates and Neutrals*** (MN CLE 2011); Adjunct Professor of Rule 114 ADR course at William Mitchell College of Law; experienced mediator, arbitrator, and ADR trainer, who has conducted mediations for over 300 disputes for a wide variety of matters, including employment law and commercial matters; contract mediator for the EEOC and the U.S. Postal Service; volunteer mediator on five mediation panels; frequent MN CLE presenter of ADR topics.
- *Litigation* – Experience as a trial attorney with proficiency in litigation of employment law and discrimination disputes. Has represented clients in mediations and arbitrations as an advocate.
- *Cross-Cultural Competency* – Fluent speaker of Mandarin Chinese; extensive knowledge of China and Chinese language, culture, business practices, and style of communication. Teaches cross-cultural communication and the impact of culture on ADR processes.

## AREAS OF EXPERIENCE

- *Teaching of Mediation and Other ADR Processes* – Teaches the Rule 114 ADR course at William Mitchell College of Law; taught Advanced Mediation Skills Externship and Legal Writing Skills courses at William Mitchell College of Law; frequent MN CLE presenter of ADR and employment law topics
- *Mediation* – Qualified Rule 114 Mediator and Arbitrator; Contract Mediator for Equal Employment Opportunity Commission; Contract Mediator for the U.S. Postal Service; Volunteer Mediator for the State of Minnesota Department of Human Rights, the City of Minneapolis Civil Rights Department, the Better Business Bureau, the St. Paul Dispute Resolution Center, and the Washington and Ramsey County Conciliation Courts. Has successfully mediated and settled cases in the areas of employment, debt collection, landlord/tenant, neighbor-to-neighbor disputes, business breach of contract, construction, home improvement, and other commercial disputes.
- *Legal Experience* – Litigation and advice representation for large employers in employment and labor law disputes; Trial experience as Visiting City Attorney for the City of Minneapolis; Employment Law, Labor Law, Contract Law, Arbitration Law, Mediation law, International Law

- *China and Chinese Language* – Fluent in Mandarin Chinese (Master’s Degree) and has lived and traveled extensively in China for more than 30 years.

### **ADR & EMPLOYMENT LAW TRAINING**

- Rule 114 ADR Training (30 hours), Hamline University School of Law, Dispute Resolution Institute, January 2004
- Advanced Civil Mediation Skills Training (6 hours), MN CLE, December 2006
- REDRESS Transformative Mediation Training (20 hours), U.S. Postal Service, September 2007
- Certified Civil Arbitrator Skills Training (6 hours), MSBA, December 2007
- Labor Law & Labor Arbitration Training (7 hours), Labor Arbitration Institute, September 2008
- Circle Keeper Training (14 hours), St. Croix Valley Restorative Justice, July 2010
- Attended more than 300 hours of ADR and employment-law related CLEs (2002 to present)

### **RECOGNITION**

- Recipient of the Alumni of Notable Achievement Award, College of Liberal Arts, University of Minnesota (2010)
- Recipient of the Martin Blum Community Mediation Award, Dispute Resolution Center, St. Paul, MN (2008)

### **SELECTED PUBLICATIONS**

- The Minnesota ADR Handbook : A Guide to Mediation, Arbitration, and Other Processes for Advocates and Neutrals, with co-authors Weissman & Sinner McEvoy (April 2011 MN CLE)
- "Using Mediation to Resolve Disputes - Differences between China and the U.S.," China Insight, June 2010
- Co-author of "Pockets of Innovation in Minnesota’s Alternative Dispute Resolution Journey," 33 Wm. Mitchell L. Rev. 441 (2006)
- "Improving your Employment Mediation Skills," for MSBA 9th Annual ADR Institute, October 2006
- Co-author of "Demystifying Employment Law Mediations," for MSBA Upper Midwest Employment Law Institute, June 2005
- Co-author of "Tips and Techniques for Resolving Employment Law Cases," for MSBA Upper Midwest Employment Law Institute, June 2005

### **RECENT PRESENTATIONS**

- "The Neutral’s Perspective: The MN ADR Handbook," Conflict Resolution Minnesota Annual Meeting, June 2011
- "How to Think Outside of the Box When Resolving Your Next Employment Law Dispute," MN CLE Upper Midwest Employment Law Institute, May 2011
- "Ten Key Takeaways for Mediators and Advocates from the MN ADR Handbook," MN CLE, April 2011
- Moderator for "Keep your 'In-Fighting' In-House, Designing Workplace Dispute Resolution Processes," MSBA ADR CLE, February 2011
- "Mediating Discrimination Claims with the Four Public Agencies," 27th Annual Human Rights conference, December 2010
- "Dispute Resolution in MN Administrative Agencies & Community Non-Profits," at U of M China Center Seminar for 24-member Chinese Ministry of Civil Affairs Delegation, November 2010
- "An Advocate's Guide to Successfully Mediating Discrimination Claims with the Four Public Agencies," MN CLE Webcast, April 2010

- “One Size Doesn’t Fit All - Strategies and Ethical Issues in the Selection and Use of Four Mediation Approaches,” with Nina Meierding, for MN CLE Webcast, January 2010
- “Mediating Discrimination Claims with the Public Agencies,” 26th Annual Human Rights Conference, December 2009
- “Representing Clients in Employment Law Mediations, The Mediator’s Perspective,” ADR Section of MSBA, 2009
- “Mediation and Arbitration as Alternatives to Litigation,” Association of Minnesota Chinese Physicians, January 2009
- “Improving Your Employment Mediation Skills,” MSBA 9th Annual ADR Institute, October 2006

## **PROFESSIONAL ASSOCIATIONS**

- Member of the American Bar Association and the ABA Dispute Resolution Section
- Elected Member of Executive Council for ADR Section of the Minnesota State Bar Association (2005 to present), Secretary (2011 to present); past Vice Chair of the MSBA’s Commercial and Employment ADR Committee (formerly Mediation Committee) (2007 to 2011)
- Elected Member of MSBA’s Governing Council for Labor and Employment Law Section (2007 to 2011)

## **COMMUNITY AND PRO BONO INVOLVEMENT**

- Administrative Hearing Officer for the City of Woodbury, MN (September 1999 to present)
- Volunteer mediator for the MN Department of Human Rights (2004 to present)
- Volunteer mediator for the Dispute Resolution Center, St. Paul (2004 to present)
- Volunteer mediator for Washington and Ramsey County Conciliation Courts (2004 to present)
- Volunteer mediator for Minneapolis Department of Civil Rights (2008 to present)
- Volunteer mediator for Better Business Bureau, St. Paul (2008 to present)
- Vice President and Secretary, US-China Peoples Friendship Association - Minnesota Chapter (USCPFA-MN)
- President and Founding Director, The Minnesota China Friendship Garden Society

## **COURT ADMISSIONS**

- California (inactive)
- Minnesota

## **CITIZENSHIP**

United States of America

## **LOCALE**

Minnesota — Minneapolis/St. Paul

Willing to travel locally, statewide, nationally or internationally to offer ADR services