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EDUCATION

Juris Doctor, *cum laude*, University of Detroit Mercy School of Law, Detroit, Michigan
Master of Arts, Dispute Resolution, Wayne State University, Detroit, Michigan
Bachelor of Arts, Communications, Michigan State University, East Lansing, Michigan

BAR ADMISSIONS & LICENSES

State Bar of Michigan
United States District Court, Eastern Division of Michigan
Individual Real Estate Broker, State of Michigan

NEUTRAL PANELS

Standing Arbitration Panels:

- American Postal Workers Union (APWU) & United States Postal Service (USPS), Detroit District Central Area, regular and expedited panelist
- National Association of Letter Carriers (NALC) & United States Postal Service (USPS), Region 3, USPS Central Region (Illinois-1 and Illinois-2)

Private Panels: American Arbitration Association (AAA) (labor, employment, commercial, mediation, and consumer panels), Federal Mediation and Conciliation Service (FMCS), The Labor Relations Connection, Inc. (LRC), New Era ADR, Academy of Court-Appointed Neutrals (ACAN), Louisville Labor-Management Committee, National Arbitration and Mediation, Inc. (NAM), Financial Industry Regulatory Authority (FINRA), CAP-Motors (Consumer Arbitration Program for Motor Vehicles), and American Health Law Association (AHLA)

Municipal, State, and Federal Panels & Boards: U.S. Dept. of Education-Randolph-Sheppard Vending Program, Michigan Employment Relations Commission (MERC), Illinois Labor Relations Board, Illinois State Universities Civil Service System, Ohio State Employment Relations Board (arbitrator and factfinder), Washington, D.C. Public Employment Relations Board (arbitrator, hearing examiner, and mediator), Montana Board of Personnel Appeals, Commonwealth of Massachusetts-Human Resources Division, Alaska Labor Relations Agency, Los Angeles County Employee Relations Commission, Kansas Department of Labor, Nevada Local Government Employee Management Relations Board, Nebraska Commission of Industrial Relations (resolution officer), U.S. Virgin Islands Public Employment Relations Board, U.S. District Court MI Eastern District (Prisoner Pro Se Mediation Program), Oakland County Circuit and Business Court Discovery Mediation, Case Evaluator Wayne County Circuit Court (commercial and employment)

INDUSTRIES AND ISSUES

Labor Relations

Extensive experience resolving labor disputes in both public and private sectors, including matters arising under collective bargaining agreements. Areas of focus include contract interpretation, just cause discipline, grievance and interest arbitration, seniority, scope of bargaining, past practice, and statutory overlay with the National Labor Relations Act (NLRA) and state public-sector labor relations laws.

Workplace Disputes, Statutory Claims, and Employment Policies

Experienced in a broad range of employment matters across unionized and non-unionized workplaces. Handles claims under Title VII, ADA, FMLA, FLSA, ADEA, ELCRA, and analogous state anti-discrimination statutes, as well as EEO regulations, WPA, MSPB proceedings, and tort claims based on public policy exceptions. Represents parties in disputes involving discrimination (disparate treatment and impact), harassment, retaliation, protected activity, at-will employment, wage and hour violations, employee classification, severance agreements, and unemployment compensation. Also well-versed in personnel policies, workplace investigations, covenants not to compete, and matters involving the ecclesiastical exception.

Cross-Border and Emerging Issues

Expertise with on cross-border labor and employment matters, including global workplace compliance, international discipline and termination, and transnational collective bargaining.

Focuses on the legal and ethical implications of AI in the workplace, particularly algorithmic bias, electronic surveillance, automated employment decision-making, and data privacy in workplace technology.

EMPLOYMENT

Lisa W. Timmons, PLLC, 2013 to Present

Former practicing attorney. Currently a full-time neutral serving as an arbitrator, mediator, and fact finder of labor, employment, commercial, and consumer disputes.

Executive Director & ADR Clerk of the Court, March 1998 to Present

Mediation Tribunal Association, Detroit, Michigan

The Mediation Tribunal Association (MTA) is a not-for-profit agency that provides alternative dispute resolution services for civil and domestic relations cases in the Third Judicial Circuit Court of Michigan, the U.S. District Court for the Eastern District of Michigan, and several district courts within the county of Wayne. The Executive Director oversees the exempt employees, approximately 1500 attorney case evaluators, and 25 mediators. Administrative responsibilities include fiscal management, oversight of the agency investments, assets, tax reporting requirements, accounts payable and receivables, human resources, program design and implementation, communication with the judiciary, and interagency coordination with other legal agencies.

Mediator, USPS, REDRESS Program, 1999 to 2024

Mediated over 1500 EEO complaints between employees and management for the United States Postal Service.

Adjunct Faculty, May 2015 to August 2019

University of Detroit Mercy School of Law, Detroit, Michigan

Taught legal writing in both the required first-year program (Applied Legal Theory and Analysis), and the summer conditional enrollment program (Special Summer Program). The curriculum included brief writing, persuasive writing, conducting client interviews, moot court, research, and analysis.

LEADERSHIP

- Board of Commissioners, State Bar of Michigan, District H, 2025-2028
- Co-Chair, ABA Section of Dispute Resolution Mediation Committee, 2025-2026
- Neutral Co-Chair, ABA, Section of Labor and Employment Law, State and Local Government Bargaining and Employment Law Committee, 2025-2028
- President-Elect, Wolverine Bar Foundation
- Chair, ADR Committee, Wolverine Bar Association
- Past Chair, ADR Section, State Bar of Michigan
- Board of Directors, Detroit Bar Association
- ABA 2025 Annual Section of Labor and Employment Law Conference, Public Sector Track Co-Chair
- Michigan State Bar, District H, Character and Fitness Committee
- Michigan State Bar, Representative Assembly, 3rd Circuit of Michigan, 2022-2025
- Past member, Michigan State Bar, Affordable Legal Services Delivery Initiatives, 2017-18
- Past member, Michigan State Bar, Justice Policy Initiatives, 2016-17
- Past member, Michigan State Bar, Task Force on Diversity in ADR
- Past member, Michigan Supreme Court Dispute Resolution Court Rule Committee

PROFESSIONAL ORGANIZATIONS

- State Bar of Michigan
- American Bar Association
- College of Commercial Arbitrators, Associate Program, 2024-26
- International Bar Association (IBA)
- PREMi, Deputy Executive Director
- Sports Lawyers Association (SLA): MMA/Boxing & College Sports Education Committees
- International Council for Commercial Arbitration (ICCA)
- National Bar Association
- Federal Bar Association
- California Arbitration (CalArb)
- Oakland County Bar Association
- Labor and Employment Relations Association (LERA)
- New York State Bar Association (non-NY attorney membership)
- ArbitralWomen
- The Labor Guild
- Society of Federal Labor and Employee Relations Professionals
- Silicon Valley Arbitration & Mediation Center
- Wolverine Bar Foundation

HONORS AND AWARDS

- Board Member of the Year, Wolverine Bar Association, 2024
- ADR Hero Award, State Bar of Michigan, Alternative Dispute Resolution Section, 2022
- Corporate Citizen Award, Detroit Bar Association, 2021
- Up & Coming Lawyers, Michigan Lawyers Weekly, 2021
- Lifetime Fellow, Detroit Bar Association, 2020
- Black Alumni of the Year, Black Law Students Association (BLSA), Detroit Mercy Law, 2019
- Co-Chair of the Year Award, Wolverine Bar Association, Minority Bar Passage Program, 2018

SEMINARS, PUBLICATIONS, & TRAINING

Updated list available at www.lisatimmonsllaw.com

FEE SCHEDULE

- **Hearing day (up to 7 hours):** \$1,850 per diem
- **Study/Writing day:** \$1,850 per diem
- **Mediation:** \$400/hour, including review/study time
- **Cancellation:** Less than 21 days before the hearing — one per diem
- **Docketing fee:** None
- **Travel & expenses:** Reasonable actual expenses (airfare, hotel, meals) and mileage at the current IRS business rate, calculated from the zip code closest to the hearing location.