



Valerie Kiffin Lewis, Esq.

Panelist Video

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Current Employer-Title Valerie Kiffin Lewis Law Firm - Owner

Mediation Profession Attorney, Mediator, Arbitrator, EEO Investigator

Work History Owner/Attorney/Mediator, Valerie Kiffin Lewis Law Firm, LLC, 1996-Present; Attorney, Sparkman Robb Nelson & Mason P.A., 1993-1996; Judicial Staff Attorney, 17th Judicial Circuit Court - Broward County, 1991-1993; EEO Counselor/ Investigator, U.S. Postal Service, 1983-1991.

Experience

Over 24 years of experience as an employment attorney representing corporations and employees at both the administrative and trial level on all employment related matters. Extensive experience and strong knowledge base in the following areas of employment law: employment discrimination; conflict resolution; complex employment and contract disputes; sexual harassment claims; harassment; public and private whistleblower actions; libel and defamation actions; Title VII, FCRA, ADA, FMLA, and FLSA violations; wage and hour laws; retaliation claims; misclassification of employees; restrictive covenants; non-compete provisions; severance agreements; workplace investigations; and, disability claims.

As a solo practitioner, provides advice and legal counsel to corporate clients on workplace disputes, investigations, employment policies and procedures, business agreements and contracts. Represents both employees and employers before the U. S. Equal Employment Opportunity Commission, Florida Commission on Human Relations, and the Palm Beach Office of Equal Opportunity. Provided training to managers and staff on Title VII discrimination and Florida's At-Will principle. EEO Counselor/Investigator and Labor Relations Assistant for the U.S. Postal Service - represented management in Arbitration, and in Step 1 and Step 2 of the Grievance Proceedings.

Experience as a Mediator

U.S. Equal Employment Opportunity Commission (EEOC), Contract Mediator since the inception of its ADR Program in 1999. Mediate claims of employment discrimination based on the protected categories of race, sex, color, disability, national origin, age, religion, and retaliation. Expertise in resolving complex legal issues concerning claims of sexual harassment, hostile work environment, and retaliation. Contract Mediator for the 17th Judicial Circuit Court of Broward County, Florida. Mediated County Court cases filed in the 17th Judicial Circuit Court. Cases involved issues regarding contract disputes, negligence claims, landlord/tenant disputes, commercial/business disputes.

Serves as a mediator as part of a national panel for The Collins Center for Public Policy, mediating foreclosure claims. Board member for Mediator's Qualification

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Neutral ID : 5110339

Board, and is Owner and Founder of The Resolution Group ("TRG"), providing mediation services and mediation training to the general public.

Multi-Party Dispute Resolution Experience

Experience mediating multi-party discrimination cases that involved joint employer liability issues. Amongst the participants were the employee, employer, and temporary employment agency. Mediated many cases where the interests of a party can be impacted by the participation of an insurance carrier. In addition, have mediated many complex contractual issues as well as mediated employment cases with union involvement.

Years of Practice as a Mediator

27

Total Number of Cases Mediated

720

Mediation Philosophy

Resolution is almost always better than litigation. A negotiated resolution where the parties have ownership of the results is more satisfying than one ordered by either a judge or an arbitrator.

Mediation References

Arlene K. Kline, arlene.kline@akerman.com, 561-671-3639;
Christin M. Russell, Esquire, christin.russell@fpl.com, 561-691-7701;
Jennifer Daley, Esquire, jdaley@theamlongfirm.com, 954-462-1983.

Alternative Dispute Resolution Training

AAA Arbitration Fundamentals and Best Practices for New AAA Arbitrators, 2021; AAA Arbitration Awards: Safeguarding, Deciding & Writing Awards, 2021; AAA, Residential Mortgage Foreclosure Mediation Program, American Arbitration Association, 2011; Florida Dispute Resolution Center, 19th Annual Conference for Mediators and Arbitrators, 2011; 16th Annual Akerman Labor & Employment Law Seminar, 2011; TRG Mediator Training. 2010; University of South Florida, Certificate for training in Residential Mortgage Foreclosure Mediation, 2010; Florida Dispute Resolution Center, 18th Annual Conference for Mediators and Arbitrators, 2009; Customer Service & Prevention of Sexual Harassment Training, 2009; Appellate Mediation Seminar, 2006; Florida Dispute Resolution Center, 15th Annual Conference for Mediators and Arbitrators, 2006; Federal Mediation and Conciliation Service, Certified Labor Arbitration Training, 2006; Certified Trainer of Managing Workplace Conflict, 2005; Mediation Training Institute International; Family Mediation Training and Circuit Civil Mediation, Miami School of Law & Mediation Services, Inc., 2005; Training/Family Mediation Program, 2004; University of Miami School of Law & Mediation Services; 5th Circuit Court of Appeal Mediation Training, 2006; , Florida Dispute Resolution Center, 12th Annual Conference for Mediators and Arbitrators, 2003; Department of Vocational Rehabilitation Training, 2003; Florida Medical Resolution, 2000; EOC Orientation Training, 1999; American Bar Association, Mediating Employment Disputes, 1999; National Business Institute, Settlement Strategies 1998; Broward County Bar Association, Mediation/Dispute Resolution, 1997; Florida Dispute Resolution Center, 5th Annual Conference for Mediators and Arbitrators, 1996; Florida Dispute Resolution Center, Certified Arbitration Training.

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Professional Licenses Admitted to the Bar: Florida (1992).

Florida Supreme Court Certified Circuit Court Mediator (2004); Florida Supreme Court Certified Family Court Mediator (2004); Florida Supreme Court Certified Dependency Mediator (2000); Florida Supreme Court Certified County Court Mediator (1993); FMCS Labor Arbitrator Certification (2006); U.S.P.S. Certification in Labor Arbitration (1991); Florida Supreme Court Qualified Arbitrator (1999); U.S. Equal Employment Opportunity Commission Mediator (1999); EEO Investigator Certification (2018); U.S. District Court, Southern District of Florida, Mediator (2020).

Professional Associations Mediator's Qualification Board, Florida Dispute Resolution Center, Member; Alternative Dispute Resolution Section of the Florida Bar, Member; Labor and Employment Section of the Florida Bar, Member.

Education Nova Southeastern University, Shepard Broad Law Center (JD-1990); The Ohio State University (BS-1978).

Citizenship United States of America
Languages English
Locale Plantation, Florida, United States of America

Compensation

Hearing:	\$400.00/Hr
Study:	\$400.00/Hr
Travel:	\$400.00/Hr
Cancellation:	\$800.00/Day
Cancellation Period:	7 Days
Comment:	There is a two (2) hour minimum cancellation fee. Cancellation fee is applied if notice of the postponement or cancellation is not received more than seven (7) days before the scheduled mediation (the mediation date is not included in the calculation).

50% discount on travel time within the tri-county area (Miami, Broward, Palm Beach).

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