

# **PATRICIA THOMAS BITTEL**

## **Curriculum Vitae**

### ***Eastern Regional Office:***

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### ***Western Regional Office:***

**3773 Cherry Creek North Drive,  
Suite 575  
Denver, CO 80209  
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### **OCCUPATION:**

Serves exclusively as a neutral in dispute resolution, primarily in labor and employment matters. Extensive experience mediating and arbitrating disputes, with over 700 cases. Full time arbitrator and mediator 1985-present. Also serves as facilitator in assimilating ADR systems into existing institutions.

### **EDUCATION:**

Emory University (B.A., 1973, Phi Beta Kappa, Phi Sigma Iota);  
University of Virginia (J.D., 1976).

### **PRIOR EXPERIENCE:**

- General Electric Major Appliance Group, Louisville, KY: Attorney (1976-1979);
- General Electric Lighting Business Group, E. Cleveland, OH: Labor Attorney (1979-1981), Group Labor Counsel (1981-1984), responsible for EEO and employment policies and litigation at lighting facilities across USA.
- Program Designer and Trainer in EEO from 1989-1994;
- Instructor in Employment Practices Law, ADR and Arbitration, Cleveland State University, 1987-1993;
- Arbitrator in U.S. & Australia, over 300 claims through Private Adjudication Center (Duke University) 1994-1997;
- Participant in training project for arbitrators in South Africa, Nov. 1999;
- Facilitator, Introducing Mediation to the Senegalese Judicial System, June, 2003.

## **BAR ADMISSIONS:**

- Alabama, 1976;
- United States Sixth Circuit Court of Appeals, 1982;
- Ohio, 1983;
- Florida, 1985.

## **PANELS:**

- Federal Mediation & Conciliation Service;
- American Arbitration Association, Labor Panel;
- American Arbitration Association, Commercial Panel;
- National Mediation Board;
- Private ADR Panels, Public & Private Sectors.

## **PRESENTATIONS:**

“Use of Patient Information in Arbitration of Health Care Discipline: Substantive and Procedural Issues,” National Academy of Arbitrators, Annual Meeting, Minneapolis, MN, June 2012;

“Preparing Yourself and Your Client for Mediation and Arbitration,” Cleveland Metropolitan Bar Association, Cleveland, Ohio, November 9, 2010;

“Psychiatric Diagnosis and the Return to Work,” National Academy of Arbitrators Fall Education Conference, Cleveland, Ohio, October 23, 2010;

“Ethics in Labor Arbitration, American Arbitration Association, Cleveland, Ohio, October, 2010;

“Proving Your Case,” FMCS Arbitrator & Advocate Symposium, Columbus, Ohio, April 2010;

Advocate Training, National Academy of Arbitrators Southeast Regional Meeting, Atlanta, Georgia, February 2010;

“Insubordination,” Labor Law & Labor Arbitration, Labor Arbitration Institute, Cleveland, Ohio, November 2009;

“Judicial Assault on the Sanctity and Finality of Arbitration Awards,” Federal Mediation and Conciliation Service Arbitrator Symposium, Columbus, Ohio, October 2006;

Advocacy Training Workshop - Foundations Track, National Academy of Arbitrators Annual Meeting, Washington DC, May 2006;

"Vacatur in Region 9: The Strange Case of Dr. Jekyll and Mr. Hyde," National Academy of Arbitrators Region 9 Meeting, Columbus, Ohio, April, 2006;

"Insubordination," Labor Law & Labor Arbitration, Labor Arbitration Institute, Cleveland, Ohio, November 2005;

"Substance Abuse Issues in Labor Arbitration," American Bar Association Committee on ADR in Labor & Employment," Coral Gables, Florida, February 2005;

"Arbitrator Immunity & Privilege," National Academy of Arbitrators Fall Education Conference, Austin, Texas, October, 2001;

"How Arbitrators Think," American Bar Association Annual Meeting, Atlanta, Georgia, August, 2004;

"Where in the World to Find a Mediator," American Bar Association Committee on ADR in Labor & Employment," Puerto Vallarta, Mexico, February 2004;

"Evidence," Labor Law & Labor Arbitration, Labor Arbitration Institute, Cleveland, OH, October, 2003;

*"Concepts et Rôles en Matière de Médiation"* (Concepts and Roles in Mediation), *"Atelier sur l'Administration Judiciaire,"* (Workshop on Judicial Administration), *"Séance de Travail sur l'Elaboration de Règles,"* (Working Session on Rule-Making), Senegalese Judicial Conference, sponsored by American Embassy, Dakar, Senegal, June 2003;

"Is Anyone Litigating Any More?" American Bar Association Committee on Employee Rights and Responsibilities, San Juan, Puerto Rico, March 2003;

"The Written Word in Arbitration: A Critique of Briefs," American Bar Association Committee on ADR in Labor & Employment Law, San Juan, Puerto Rico, March 2003.

"Remedies: the Next Battleground," Federal Mediation and Conciliation Service, Toledo, Ohio, November 2002;

"Discrimination as Misconduct; the Troubled Employee," Discipline & Discharge in the Unionized Environment, National Academy of Arbitrators & Cleveland State University, Cleveland, Ohio, September 2001;

*"La Médiation Comme Mode de Résolution des Conflits Aux États-Unis"* (Mediation as a Means of Conflict Resolution in the United States) and *"Modes Alternatifs de Résolution des Conflits Aux USA"* (Alternative Means of Conflict Resolution in the USA), Cultural Center of the American Embassy in collaboration with l'Université Cheikh Anta Diop, Dakar, Senegal, April 2001;

"Arbitration Clauses in Labor & Employment Contracts," Cleveland Bar Association, Cleveland, Ohio, November 2000;

"Arbitration: Is This Where We Were Headed?" Ohio State Bar Association, Midwest Labor & Employment Conference, Columbus, Ohio, November, 2000;

"Contract Interpretation," Labor Arbitration Conference, Cleveland State University, Cleveland, Ohio, September 2000;

"Admissibility of High-tech Evidence," Discipline & Discharge in the Unionized Workplace, Center for Labor-Management Development, Cleveland, Ohio, January 2000;

"Decisional Writing to Avoid Review" and "Decisions to Be Made & How To Make Them," Annual Commission for Conciliation Mediation and Arbitration, Commissioner Convention, Johannesburg, South Africa, December 1999;

"Arbitration, ADA & FMLA," Labor Arbitration Institute, Cleveland, Ohio, September 1999;

"Objections and Admissibility," National Academy of Arbitrators & Cleveland State University, Cleveland, Ohio, June 1999;

"Conducting a Labor Arbitration Practice," Federal Mediation and Conciliation Service Region 2 Arbitrator Symposium, Toledo, Ohio, October 1998;

"Testing for Drugs & Alcohol and Proof of Impairment," Labor Arbitration Institute, Cleveland, Ohio, October 1998;

"How to Improve Your Chances of Winning an Arbitration Case," National Labor-Management Conference, Federal Mediation and Conciliation Service, Chicago, April 1998;

"Deference to Diversity: When Culture Conflicts With Fundamental Workplace Principles," National Academy of Arbitrators, Chicago, May 1997;

"Issues of Reasonable Accommodation for Mental Disabilities," National Academy of Arbitrators Fall Education Conference, Boston, Massachusetts, October 1994.

## **PUBLICATIONS:**

"Fatal Error and Sparks of Genius in Labor Arbitration," co-authored with Douglas E. Ray, *Dispute Resolution Journal*, AAA, February 2004, reprinted as Chapter 12 in HANDBOOK ON LABOR ARBITRATION, American Arbitration Association, 2010;

*Chapter 18, Remedies in Arbitration*, How Arbitration Works, 2007 Supplement, BNA Books;

"Arbitration: Is This Where We're Headed?" *Labor Law Journal*, CCH, reprint, Fall 2002;

"Arbitration: Is This Where We're Headed?" *The Journal of Alternative Dispute Resolution in Employment*, CCH, vol. 3 no. 1, Spring 2001;

DISCIPLINE & DISCHARGE IN ARBITRATION, Brand, Ed, (BNA Books, 1998), Associate Editor;

"Abuse By Caretakers, Arbitral Views on Discipline," *Dispute Resolution Journal*, (American Arbitration Association, 1995);

"Mentality of the Arbitrator in Mental Disability Cases," *The Chronicle*, (National Academy of Arbitrators, April 1995).

### **PROFESSIONAL ASSOCIATIONS:**

- College of Labor and Employment Lawyers, Fellow, 2005-present;
- National Academy of Arbitrators, 1993-present, Board of Governors, 2000-03, currently serving on the Committee on Professional Responsibility and Grievances;
- American Bar Association Committee on ADR in Labor and Employment, 1986-present, neutral co-chair, 1999-02;
- Labor and Employment Relations Association, member, approx. 1990-present;
- American Arbitration Association, Regional Advisory Council; approx. 1989.

### **PROFESSIONAL TRAINING:<sup>1</sup>**

- *Chairing an Arbitration Panel: Managing Procedures, Process & Dynamics*, American Arbitration Association, Southfield, Michigan, October 2010;
- *Arbitrator Orientation Program*, Union Pacific Railroad & UTU, Omaha, Nebraska, June 2010;
- *Arbitrator II Training*, American Arbitration Association, Atlanta, Spring 2002;
- *Advanced Transformative Mediation Skills*, United States Postal Service REDRESS Program, July 1998;
- *Advanced Mediation*, Harvard Law School, 1997;
- *Advanced Mediation Training*, National Academy of Arbitrators, October, 1997;
- *Employment Arbitrator Training*, American Arbitration Association, Boston, 1996;
- *Federal Sector Arbitration*, The Federal Labor Relations Authority, July

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<sup>1</sup> Does not include regularly attended CLE programs.

1994.

**SECOND LANGUAGE:** French.

**AWARDS:**

Accepted as Fulbright Senior Specialist Candidate, Dispute Resolution, 2004;  
Outstanding Women in Law, Cleveland Bar Association, 1999;  
Crystal Owl Award, American Arbitration Association, 1998.