

DENISE M. BLOMMEL
MEDIATOR CURRICULUM VITAE

POSITION AND ADDRESS

Denise M. Blommel, PLLC

Attorney admitted to the state and federal courts in Arizona (1978) and Nevada (1984)

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AREAS OF LAW AND ADR PRACTICE

Employer-employee relationship – all facets including Title VII, Americans with Disabilities Act, Age Discrimination in Employment Act, Equal Pay Act, Labor-Management Relations Act, Fair Labor Standards Act, Family Medical Leave Act, Arizona labor and employment laws, and workers' compensation –litigation, mediation and training (1978 to present)

Certified specialist in workers' compensation law by Arizona Board of Legal Specialization (1991 to 2005)

U.S. Postal Service mediator (1999 to present)

Social Security disability (1990 to 2005)

State Bar of Arizona Member of the Year 1998-1999

Martindale Hubbell AV rated

MEDIATION TRAINING RECEIVED

U.S. Arbitration & Mediation (1992); State Bar of Arizona (1995); Maricopa County Superior Court (1996, 1999); Mediation Training Institute International (1998, 2001); James Melamed – The Mediation Center (1999); Arizona Dispute Resolution Association (1996, 1997); Maricopa Alternative Dispute Resolution Association (2000); U.S. Postal Service (1999, 2002, 2003 and continuing).

MEDIATION TRAINING PRESENTED

U.S. Department of Labor, Longshore Division – Workers' Compensation Mediation Training (2001); Office of Workers' Compensation, District of Columbia – Workers' Compensation Mediation Training (1998); Arizona Association of Manufactured Home Owners/Manufactured Home Community Association (2000 and 2003); State Bar of Arizona (1998, 1999); Girl Scouts – Arizona Cactus-Pine Council (2000, 2004); Arizona State University College of Business – Small Business Program (1999 to 2002).

MEDIATION EXPERIENCE

Contract mediator for U.S. Postal Service REDRESS program (1999 to present); Contract mediator for U.S. Equal Employment Opportunity Commission (FY 1999); U.S. Arbitration & Mediation (1996); State Bar of Arizona (1995 to 2001); Girl Scouts – Arizona Cactus-Pine

Council (1998 to 2005); Desert Dispute Resolution (private)(1995 to 2005); Maricopa County Justice of the Peace Courts (1996 to 2001).

MEDIATOR CORE COMPETENCIES

Skills: Negotiation, facilitation, option generation and development, active listening, lead mediator, team mediator, analysis of disputed issues, evaluation of importance of disputed issues, propose practical resolutions, breaking impasse, trust and rapport building, paraphrasing and reframing, managing personal interactions, balancing power, empowerment and recognition of parties, summarizing, problem solving, outstanding written and verbal communication skills

Abilities: Enter into tense situations, deal with strong personalities and positions, achieve rapport with all parties, and make effective suggestions without directing resolutions

Knowledge: Theories of conflict resolution and dispute settlement, various ADR processes and systems, role of third parties in those processes, basic and advanced principles of mediation, goals of mediation, various models of mediation, Staged Mediation Process, Transformative Mediation Process, ethical considerations, confidentiality, standards of conduct, labor and employment legal issues including discrimination (Title VII, Age Discrimination in Employment Act, Americans with Disabilities Act, Equal Pay Act), state and federal civil rights laws, state and federal wage and hour laws, state and federal labor management laws, workers' compensation, unemployment compensation, principles of employee relations and best personnel practices

REFERENCES

Tamara Woodbury, Executive Director, Girl Scouts – Arizona Cactus-Pine Council

Nancy Howe, U.S. Postal Service

Rebecca Winterscheidt, Attorney, Snell & Wilmer

Joseph Clees, Attorney, Bryan Cave