

# WILENTZ

—ATTORNEYS AT LAW—

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## Employment Mediation

Results achieved in prior matters are not meant to be a guarantee of success as the facts and legal circumstances vary from matter to matter.

Mediation is the attempt to help parties in a disagreement to hear one another, to minimize the harm that can come from continuing the disagreement and to maximize the opportunity to reach an agreement. The goal is to find a way of preventing the areas of disagreement from interfering with the process of seeking a compromise or mutually agreed upon outcome.

Maureen Binetti has been practicing law for over 35 years and often serves as an independent investigator of internal employee complaints, and as a state-approved mediator of employment claims. She has investigated all types of internal workplace complaints over 25 years, often resulting in the amicable resolution of potential legal issues. In addition, Ms. Binetti has successfully mediated more than 550 employment law claims over the past 15 years, many pursuant to the early mediation requirement of all employment disputes by the New Jersey state courts, thereby helping parties avoid costly, risky and emotionally exhausting trials by resolving the majority of the disputes at an early stage, prior to discovery.

Effective and knowledgeable Employment Law mediators are relatively rare. Securing a mediator with deep experience and knowledge of employment law will stack the odds of resolving an employment-related dispute in your favor. Seasoned employment law mediators are adept at identifying the often complex and nuanced issues that often define employment disputes. Generally, emotions of the parties involved may be strong and oftentimes solutions are the result of creative thinking and the ability to articulate the underlying issues. Optimally, employment disputes in mediation are best served by retaining an employment law mediator who has experience handling cases in state and federal court on behalf of both employers and employees. A mediator must persuade the parties to consider the risks and benefits of continuing the dispute versus settlement. A mediator that handles cases on both sides has the ability to identify and articulate the strengths and weaknesses of both sides, and the perspective to predict the likelihood of claims should the litigation continue.