



AAA Mediation.org™

## Joan M. Quade, Esq.

Coon Rapids, Minnesota

<b>Current Employer-Title</b>	Barna Guzy & Steffen Ltd. - Shareholder, Board Member
<b>Profession</b>	Arbitrator, Attorney, Mediator
<b>Work History</b>	Shareholder/Litigator/Board Member, Barna Guzy & Steffen Ltd., 1987 - Present; Registered Nurse, Regions Hospital fka Ramsey Medical Center, 1980 - 1986.
<b>Experience</b>	<p>Over 35 years in commercial litigation and employment law. Extensive experience in all types of litigation, including construction litigation. Represents both plaintiffs and defendants in large commercial construction cases as well as homeowners or contractors on residential property matters. Extensive history with roofing cases and employment law matters. Represents large real estate management company clients, large and small contractors and large REIT clients.</p> <p>Also as a litigator has handled all types and sizes of consumer cases, representing both individuals and companies in contract disputes, warranty issues on autos, boats and RVs; and disputes regarding mobile homes, banking issues, collections, neighbor disputes, will contests, property line disputes, insurance disputes over claims/policies/coverage and tenant/landlord disputes.</p> <p>Represented individuals on small cases including both public and private employers. Background experience includes many court cases, arbitrations, mediations and also labor arbitrations on behalf of employers. Represents public and private employers in arbitration who have terminated a union employee, and counsels employers in discipline cases. Significant experience in contract actions, civil temporary restraining orders and injunctions related to business claims, employment defense cases, business disputes and numerous jury and court trials over the years.</p>
<b>Mediator Experience</b>	Mediated cases involving construction issues, contracts, property disputes and real estate disputes. Has mediated cases with represented parties as well as pro se parties. Have also mediated cases with private parties as well as disputes between companies.
<b>Representative Issues Handled as a Mediator</b>	Mediations have involved real estate and specifically, settlement of a partition action by resolving the value issues between the parties. Also issues in contract disputes, payment disputes, disputes between property owners and individuals and families.
<b>Mediator Style &amp; Process Preferences</b>	<p>The process of mediation is very important in dispute resolution. All parties must feel heard and be allowed to present their side of the case and how they see a potential resolution. The parties have to feel good about the process. Mediation is an efficient and worthwhile way to resolve a dispute. The costs of litigation are significant and many times both parties lose because of the length of time it takes to get through the court system.</p> <p>In construction cases, mediation provides the forum for the parties and insurance companies to exchange information and make sound financial decisions to resolve the matter before incurring the costs of litigation and the uncertainty of trial. The mediator's role is to be well prepared, to listen, to politely challenge positions and to bring the parties to agreement.</p>

The process of mediation allows some parties the ability to state their case and vent to the mediator. Being heard provides satisfaction for those who feel wronged in some respect or those who feel falsely accused. The mediation process can be very gratifying for the parties. It is a way for parties to have some control, whereas the court process many times has a clear winner and a clear loser.

## **Education**

Hamline School of Law (J.D., Cum Laude, Dean's List-1987);  
College of St. Scholastica (B.A., major in Nursing and Humanities, specializing in History, Dean's List-1980).

## **Professional Licenses**

Admitted to the Bar: Minnesota (1987), Wisconsin (2009); Minnesota Supreme Court (1987), Wisconsin Supreme Court (2009); U.S. District Court: District of Minnesota (1988); United States Supreme Court (1999).

## **Professional Associations**

Chairperson of the 21st District Ethics Committee Jan 2015-Dec 2018  
Anoka County Bar Association  
Minnesota State Bar Association  
Minnesota Women Lawyers  
American Association of Nurse Attorneys  
Minnesota Commercial Real Estate Women

## **Recent Publications & Speaking Engagements**

Teaching:  
Guest lecture on Labor Arbitration, St. Thomas Law School, October 2019  
Sexual Harassment Prevention, 5th Annual School Law Conference, August 2013  
Changes to the Rules of Civil Procedure, Anoka County Bar Association, August 2013

Articles:  
What should be Included in an Arbitration Clause Used in Business Contracts, August 2022  
Workplace Investigations, August 2022  
Early Mediation in Your Civil Litigation Case, July 2022  
Discovery of Hidden Defects in Your Newly Purchased Home, September 2021  
Is Your Employment Lawyer Readily Accessible? September 2021  
Litigation and Dispute Resolution During a Pandemic, September 2020  
A Practical Look at Arbitration as a Growing Trend, September 2019  
Medical Insurance Issues: Denial of Claims 2019  
Bankruptcy and an Unexpired Lease 2014  
Condemnation 2014  
"Discovery Misconduct" Bench & Bar, Tips & Traps March 2013  
Transporting and Spreading of Cremated Remains, August 2013  
Miniature Horses as Services Animals, August 2013  
Collection of Your Accounts Receivable 2009  
Proper Use and Benefits of the Commercial Unlawful Detainer 2008  
Neighbors from Hell: Spite Fence Law 2003

## **Mediation Rate**

\$375 Per Hour

## **Languages**

English

## **Citizenship**

United States of America

## **Locale**

Coon Rapids, MN

The AAA's Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator's resume. If you have any questions about a mediator's experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.