



Leslie W. Langbein, Esq.

Miami, Florida

Primary Areas of Expertise

Collective Bargaining Issues
Commercial Issues
Fair Labor Standards Act
Healthcare Affiliations
Higher Education
Discrimination and Retaliation

Current Employer-Title Langbein & Langbein, P.A. - Partner
Langbein ADR Services - Principal

Professional Summary Over 40 years' experience practicing Labor and Employment law in the public and private sectors, including five years as an Assistant and then Deputy City Attorney and nearly ten years serving in the capacity as general counsel for a state university. Florida Bar Board Certified, Labor & Employment Law. Extensive litigation experience in state and federal courts including jury and non jury trials representing private sector clients. Florida Supreme Court Certified Circuit/Civil Mediator since 1996. Approved mediator, U.S. District Courts, Southern and Middle Districts of Florida and AHLA. Has mediated over 1800 employment and commercial claims. AAA Labor, Employment and Commercial panelist since 1999. Has issued over 200 written awards.

Profession Attorney, Neutral

Work History Partner, Langbein & Langbein P.A., 1996-Present; Of Counsel, Gunster Yoakley Valdes-Fauli & Stewart P.A., 1995 - 1996; Partner and Associate, Valdes-Fauli Bischoff Kriss & Mandler P.A., 1986-1995; Assistant and Deputy City Attorney, City of Hollywood Florida, 1981-1986.

Experience Full time ADR neutral conducting labor, employment, commercial and consumer mediations and arbitrations. Significant experience chairing three-person arbitration panels and serving as a sole arbitrator. Has issued over two hundred written awards. Highly experienced hearing officer, fact-finder and internal workplace investigator. Over 40 years' legal experience in the public and private sectors, including representation of businesses and individuals in employment, housing, ADA and commercial matters and litigation in federal and state courts. Commercial experience includes drafting and reviewing contracts for businesses, providing advice and representation in the sale or acquisition of businesses, negotiating the division of assets and liabilities among splitting partners, drafting executive employment contracts and business protection agreements. Has appeared as lead counsel in over 230 federal court cases. Extensive knowledge of discovery issues. Jury and non-jury trial experience. Representative industries in which she has practiced and provided neutral services include higher education, governmental agencies and boards, K-12 education; private schools, executive leadership, houses of worship, multifamily housing providers, management companies, groceries, restaurants, small businesses, medical and allied health practices, and commercial ventures. Board Certified by the Florida Bar in the practice area of Labor and Employment Law. AV Rated by Martindale-Hubbell.

Mediator Experience Florida Supreme Court Circuit/Civil Certified Mediator since 1996. Member of mediation panels for AAA, AHLA, Florida Department of Financial Services and approved Mediator for U.S. District Courts for the Southern and Middle Districts of Florida. Designated by AAA to serve on its panel of mediators for complex commercial cases. Highly experienced in the mediation of federal and state employment disputes including all areas of discrimination law, whistleblower and retaliation claims,

wage and hour matters, breach of contract claims, business protection agreements, and labor-management issues. Also mediates ADA public accommodations claims, Fair Housing matters, property and casualty claims and commercial and medical practice disputes. Member, National Academy of Distinguished Neutrals, Florida Association of Professional Mediators and Florida Bar ADR Section.

Representative Issues Handled as a Mediator

Issues in Employment Law involved all areas of discrimination such as race, gender, national origin, color, age, religion, marital status, pregnancy, harassment and retaliation and Equal Pay Act claims; private and public whistleblowing; defamation; overtime and minimum wage claims and claims of exemption; Family & Medical Leave Act interference and retaliation claims; COBRA coverage; labor disputes; compensation and benefits; breach of non-solicitation, non-competition agreement, business torts, business disputes and the like. Fair Housing issues such as unfair housing practices and failure to accommodate. Health Law issues include breach of contract; physician practice issues, MSO's.

Issues in insurance disputes include coverage disputes; contract interpretation, causation; damages; mitigation.

Issues in commercial and business disputes involved unfair trade practices and competition, landlord/tenant disputes, and breach of contract terms.

Mediator Style & Process Preferences

Mrs. Langbein views mediation is an opportunity for parties to test their positions before a neutral in a confidential setting and honestly reflect on the probability of a successful outcome if the dispute is not settled. She views the role of a mediator as one who assists parties in analyzing issues, possible outcomes and settlement alternatives. Her mediation style tends to be active to assist the parties in ferreting out barriers to settlement.

Technology Proficiency

Conducts arbitrations and mediations virtually via Webex, Zoom or Microsoft Team.

Education

Nova University (JD-1980);
University of Florida (BA with high honors, Phi Beta Kappa-1974).

Professional Licenses

Admitted to the Bar: Florida; all courts of the State of Florida; U.S. District Courts: Southern and Middle Districts of Florida; U.S. Court of Appeals: Eleventh Circuit.

Florida Bar Board Certified in the specialty of Labor and Employment Law.

Florida Supreme Court Certified Circuit/Civil Mediator.

Florida Supreme Court Qualified Arbitrator.

Professional Associations

Labor Panelist, FMCS and NMB
Member, National Academy of Distinguished Neutrals
Mediation and Arbitration Panelist and member, American Health Law Association
Florida Bar Labor and Employment Law Section (Past Chair and Member, Executive Council)
American Bar Association, Labor and Employment and ADR Sections
Member, Florida Bar ADR Section
Member, Florida Bar City, County and Local Government Section
Member and Director, Florida Association of Professional Mediators
Member, National LERA and the Rocky Mountain Chapter of LERA

Recent Publications & Speaking Engagements

Frequent speaker for Florida Bar, including:

- ADR Section, "Masters of Mediation Institute" (2023)
- Labor & Employment Section, Public Employees Labor Relations Forum,
- Arbitrator Roundtable (2021)
- ADR Section, "Arbitration Advocacy Institute" (2020)

Panelist, AAA, Facilitated Mediation Roundtable (2019)

Panelist, Rocky Mountain LERA Chapter Annual Conference, Denver CO (2023)

Frequent contributor to Florida Bar Labor & Employment Section publication, "The Check Off"

- "Ten Ways to Aggravate an Arbitrator" (2023)
- "The Inside Scoop on the Outside Sales Exemption", (2022)
- "Between the Rock and the Hard Place: The Lessons of Security Walls, Inc. v. NLRB", (2019)

Locations Where Parties Will Not be Charged for Travel Expenses Denver CO (limited to airline expenses and hotels)
Miami-Dade County, FL
Broward County, FL

Mediation Rate \$450 Per Hour

Languages English

Citizenship United States of America

Locale Miami, FL

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 a 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.