



**Antone Melton-Meaux, Esq.**

Current

Work Resolve  
Mediation - Founder

Practice

1

Cases

30

Languages

English

### **Current Employer-Title**

Work Resolve Mediation - Founder

### **Work History**

Founder, Work Resolve Mediation, 2018-Present; Human Resources Leader, Abbott Laboratories, 2017-2018; Lead Employment Counsel and Human Resources Leader, St. Jude Medical, Inc., 2013-2017; Shareholder, Jackson Lewis (led the Religious Discrimination and Accommodation practice), 2010-2013; Employment Attorney, Greene Espel LLP, 2008-2010; Employment Attorney, Various Washington D.C. Firms, 1999-2008.

### **Experience as a Mediator**

Significant experience in mediating state and federal age, race, gender, disability, and religious discrimination claims in addition to sexual harassment, wage and hour, retaliation, whistleblower, and non-compete matters. Also mediated pay equity, WARN, unfair competition, trade secrets, non-compete, workplace safety, drug testing, affirmative action, background check, and breach of contract disputes.

### **Representative Issues Handled as a Mediator**

Discrimination claims (Title VII, Minnesota Human Rights Act, age, race, gender, disability, and religious), sexual harassment, hostile work environment, wage and hour (FLSA and state), retaliation, whistleblower, non-compete, pay equity, WARN, unfair competition, trade secrets, non-compete, workplace safety, drug testing, affirmative action, background check, and breach of contract disputes.

### **Years of Practice as a Mediator**

1

### **Total Number of Cases Mediated**

30

### **Mediation Experience as an Advocate or Party**

Over 30 mediations as an outside counsel, in-house counsel, and HR representative, collectively.

### **Mediation Philosophy**

The goal is to provide the highest level of service to lay the foundation for a successful resolution. This is achieved by being thoroughly prepared, exceedingly patient, and relentlessly persistent. My unique perspective on mediation comes from my experience

as an outside counsel, in-house counsel, and HR representative. Leveraging those experiences put me in a position to understand the challenges that come with each dispute from multiple perspectives and, equally important, provide me with insights to facilitate productive dialogue and problem solving.

For the process, the parties are asked to submit a position statement in advance of the session that provides their view of the dispute. The position statement should also include supporting documents, cases, and the party's settlement discussions. All materials are reviewed carefully as part of my preparation. During the mediation, there is an emphasis on the parties driving the discussion and negotiations. As the facilitator, the parties are informed that my role, where appropriate, is to share relevant insights on the strengths and weaknesses of their case to provide an objective perspective and further discussion. There is a shared responsibility to implement thoughtful and creative solutions should the parties reach an impasse during the session. All impasses can be overcome with effort, good faith, and creativity.

### **Mediation References**

Marilyn Clark, clark.marilyn@dorsey.com, (612) 492-6885  
Phil Kitzer, kitzer@tkkrlaw.com, (612)746-1558  
Shawn Wanta, sjwanta@baillonhome.com, (612) 252-3570

### **Alternative Dispute Resolution Training**

Received 30-hour classroom training from Conflict Resolution Center on mediation skills in 2013. Attend continuing education courses regularly through the MSBA and Conflict Resolution Minnesota.

### **Professional Licenses**

Admitted to the Bar: Minnesota (2009); Minnesota Rule 114 Neutral (2017).

### **Professional Associations**

Minnesota State Bar Association

### **Education**

Union Theological Seminary, (MA, Theology-2005); University of Virginia School of Law, (JD-1999); Washington University in St. Louis, (BA, Religious Studies, magna cum laude-1995).

### **Awards and Honors**

Governing Council, Minnesota State Bar Association ADR Section (2018).

### **Publications and Speaking Engagements**

Sex Harassment Settlements: The New Scarlet Letter H for Employers?, Bench & Bar (August 2018) (Author).

Religion in the Post 9-11 Workplace, Employment Law 360 (2011) (Author).

The Evolving State of Restrictive Covenants, Labor & Employment Law Institute (November 15, 2018) (panelist).

How #MeToo is Impacting Employment Law Today, Minnesota State Bar Association (October 17, 2018) (panelist).

One Size Does Not Fit All: Representing Clients in Mediation, Minnesota Federal Bar Association Annual Seminar (May 24, 2018) (panel moderator).

Mediation – A Look From All Sides, 2018 Upper Midwest Employment Law Institute (May 21, 2018) (panelist).

Harassment: Plain Talk About the Why, the What and the How, Dorsey Harassment Program (December 19, 2017) (panelist).

Drugs, Guns, Sick Leave, and Much More: How Can a Multi-State Employer Comply with Differing Federal, State and Municipal Regulations?, 2017 Upper Midwest Employment Law Institute (May 22, 2017) (panelist).

Managing the Most Difficult Employee Leaves, 2016 Upper Midwest Employment Law Institute (May 23, 2016) (panelist).

The ADA's Prohibition of the Discriminatory Use of Qualification Standards, 2015 ABA Labor and Employment Law Annual Conference (November 6, 2015) (panelist).

When and How to Take Action – Performance Management Essentials Employers Need to Know, 2015 Upper Midwest Employment Law Institute (May 19, 2015) (panelist).

Compelling Employment Law Developments that are Making Waves, 2015 Forum on Workplace Inclusion (March 18, 2015) (panelist).

**Compensation**

\$5,000 Per Day

**Languages**

English

**Citizenship**

United States of America

**Locale**

Minneapolis, MN

The AAA provides mediators to parties on cases administered by the AAA under AAA mediation procedures. Mediations that proceed without AAA administration are not considered AAA mediations, even where parties select a mediator who is a member of an AAA mediation roster.