



Abby Silverman Weiss is on NCRC's Employment/Workplace Panel. Ms. Silverman's experience includes commercial and employment dispute resolution, business and employment law litigation and counseling.

Ms. Silverman became a fulltime mediator after a 30-year career as a trial lawyer with a large international law firm. During her law career, she tried cases, advised clients and acted as a mediator or arbitrator on all aspects of the employment relationship – human relations, discrimination, retaliation, lay-offs, executive-level employment relationships and agreements, investor-employee disputes, corporate governance, trade secret and confidential information controversies.

Ms. Silverman also served in several management positions in her firm, including managing partner of the San Diego office. Her practice and management experience have provided her with an in-depth understanding of the business context and the personal implications of employment and workforce issues. She is known as an expert in employment law and as a fair-minded and effective problem solver. As a mediator she concentrates on employment law and employment related business conflicts.

EDUCATION AND TRAINING

Juris Doctor, University of San Diego School of Law, 1979
Master of Social Work, Bryn Mawr College, 1963
Bachelor of Arts, Wellesley College 1961

MEDIATION AND ARBITRATION TRAINING

NCRC, Credentialing Program, Fall 2009
NCRC, Mediation Skills Training, Summer 2009
AAA, Annual Alternative Dispute Resolution Review, 2008 and 2007
AAA, Arbitration Awards: Safeguarding, Deciding & Writing Awards, 2006
AAA, Employment Advanced Arbitrator Training, 2003, 2002, 2001 and 2000
Lecturer for AAA, Basic/Advanced Arbitrator Training, 2000, 20002 and 2003

PROFESSIONAL EXPERIENCE

1988-2009: Baker & McKenzie, LLP
2007-2009: Of Counsel, North American (NA) Region. Assigned to evaluate the Human Resources Audit Program, Lead the Women's advancement effort and the search for the region's first Diversity Director.

1988-2007: Partner, San Diego. Member of Global and NA Dispute Resolution and Employment Law Practice Groups; Managing Partner of the San Diego Office (1998-2001), head of the San Diego Litigation and Employment Practice Group (2001-2007), member of the NA Diversity Oversight Committee (2002-2008), Chair of the US Benefits and Human Resources Committee (1994-2001), and member of the several global committees.

1980-1988: Macdonald, Halstead and Laybourne,
1986-88: Partner
1980-86: Associate

REPRESENTATIVE CASES

- **Employment/Business Relationships**
 - Founder/Company Disputes
 - Employment Agreements, including Severance, Change of Control, Competition, Stack Options
 - Corporate Governance
- **Employment/Discrimination**
 - Gender Discrimination and Glass Ceiling issues
 - Sexual Harassment and Retaliation
 - Race, Age, Disability Discrimination and Retaliation
 - Wrongful Termination
 - Lay-offs and Reductions in Force
- **Proprietary Information**
 - Misappropriation of Trade Secrets
 - Covenants Not To Compete
 - Confidentiality and Privacy Issues
 - Unfair Business Practices (Business & Professions Code §17200)

CURRENT MEMBERSHIPS AND ORGANIZATIONS

- **Professional/Law**
 - American Arbitration Association, Employment Law and Complex Litigation panels
 - Association of Business Trial Lawyers, San Diego Chapter, Emeritus Director
 - American Bar Association, Dispute Resolution and Litigation Sections
 - San Diego County Bar Association
 - Lawyers' Club of San Diego, President's Circle
 - San Diego District Attorney's Office, Women's Advisory Council
 - University of San Diego School of Law, Board of Visitors
- **Community/Non-Profit Boards**
 - City of San Diego, Board of Library Commissioners
 - Scripps Health, Board of Trustees and Former Chairman
 - Scripps Translational Science Institute, Advisory Board

- Episcopal Community Services, Board
- Run Women Run, Executive Committee and Program Committee Chair
- **Business and Educational**
 - CONNECT, Board of Directors, Honorary Lifetime Member
 - Athena San Diego, Emeritus Director and Member of Pinnacle Awards Steering Committee
 - University of California, San Diego, Board of Overseers
 - Rancho La Puerta Group, Advisory Executive Board Member

AWARDS AND HONORS

Ms. Silverman is listed in Best Lawyers in America and the Southern California Super Layers List for 2007, 2008 and 2009, along with other local and national lists of select lawyers in her areas of specialization.

She is the recipient of several community awards. Those related to her professional achievements are the 2000 University of San Diego School of Law Distinguished Alumni Award, the 2000 Tribute to Women in Industry (TWIN) Award, the 2000 Individual Pinnacle Award from UCSD Athena, the 1994 Faye Stender Award from California Women Lawyers, and the 1992 recipient of the Community Achievement Award from Lawyers Club of San Diego.

FEES

Mediations are generally scheduled and billed in full-day or half-day increments that include the mediation session, preparation, pre-mediation and normal post-mediation telephone calls and electronic communication. There is an additional one-time non-refundable administrative fee for each party and an hourly rate for additional hours if necessary and agreed upon by the parties.

Full-Day NCRC Mediation: \$3,000
 Half-Day NCRC Mediation: \$1,500
 Administrative Fee per party: \$150
 Additional Hours: \$400