



Will Evans, Esq.
ADR Office of Will Evans, Esq.

Current Employer-Title	Full-time, independent arbitrator and mediator with over 20 years experience resolving labor and employment disputes.
Labor Experience	Over 20 years' experience resolving labor and employment disputes. Prior to being an independent arbitrator and mediator, served as a hearing officer at the Massachusetts Department of Labor Relations; arbitrated, mediated, investigated, and adjudicated labor disputes between parties; as a labor and employment attorney in Boston, represented employers, unions, and individuals in mediation, arbitration, and all phases of administrative and court litigation, including before the Appeals Court and Supreme Judicial Court; regularly provided training and wrote legal advisories on various aspects of labor, employment, and collective bargaining law.
Issues	Absenteeism, affirmative action, appointment, arbitrability, bargaining unit work, benefits, bumping, bypass, contract interpretation, discharge, discipline, discrimination, drug/alcohol, elections, evaluation, health/safety, job performance, layoff, management rights, past practice, promotion, protected activity, recall, representation, retirement, seniority, sexual harassment, strike, tenure, transfer, unilateral change, wages, and working conditions.
Industries	Experience in both the public and private sectors, including K-12 Education, Higher Education, Police and Fire, Municipalities, and Hospitals.
Work History	Hearing Officer/Arbitrator/Mediator, Massachusetts Department of Labor Relations, 2016 – 2019; Volunteer Mediator, Quincy District Courthouse, 2015 – 2016; Legal Counsel, Massachusetts Teachers Association, 2004 – 2014; Legal Counsel, Massachusetts Department of Revenue, 2002 – 2003; Associate, Nutter, 1999 – 2002; Summer Associate, Goulston & Storrs, 1997 – 1997.
Education	Harvard Law School (JD-1999); University of Massachusetts at Amherst (MAT-1996); Tufts University (BA-1992).
Professional Associations	American Bar Association, Labor & Employment Section; Boston Bar Association, Labor & Employment Section; Mediation Works, Inc.; Massachusetts Black Lawyers Association; Labor Employment Relations Association; United States Tennis Association.
Professional Licenses	Admitted to the Bar: Massachusetts, 1999; Certification in Mediation: Massachusetts, 2015; Teaching License: Massachusetts, 1992.
Publications and Speaking Engagements	"So Happy Together: The Care and Feeding of Healthy Collective Bargaining Relationships," New England Consortium of State Labor Relations Agencies,

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Albany, NY (June 2019) (CLE Program Moderator); "Mediation Practice Tips," Annual Workshop for Labor Relations Specialists, Cambridge, MA (May 2018) (CLE Program Panelist); "Mediation in the Adjudicatory Context," New England Consortium of State Labor Relations Agencies, Amherst, MA (April 2017) (CLE Program Panelist).

Alternative Dispute Resolution Training

Labor Arbitration Conference, University of Rhode Island (November 2020); AAA Labor Arbitrator II (June 2020); AAA Labor Arbitrator I (December 2019); Mediation Training, Massachusetts Department of Labor Relations (August 2019) ; Fuchs Labor Law Conference, Suffolk University Law School (January 2019) ; Labor Arbitration Conference, University of Rhode Island (November 2018); Labor Conference, Association of Labor Relations Agencies (July 2018); Higginbotham Fellowship Training, American Arbitration Association (May 2018); Labor Law & Labor Arbitration Conference, Labor Arbitration Institute (May 2018); Workshop for Public Sector Labor Relations Specialists, Harvard Law School (May 2018); Fuchs Labor Law Conference, Suffolk University Law School (October 2017) ; Labor Law & Labor Arbitration Conference, Labor Arbitration Institute (May 2017); Workshop for Public Sector Labor Relations Specialists, Harvard Law School (May 2017); New England Consortium of State Labor Relations Agencies, University of Massachusetts at Amherst (April 2017); Workshop for Public Sector Labor Relations Specialists, Harvard Law School (May 2016); Hearing Officer Training, Massachusetts Department of Labor Relations (April 2016); Advanced Mediation Training, Mediation Works, Inc. (January 2016); Mediation Training, Mediation Works, Inc. (November 2015).

Locations Where Parties Will Not be Charged for Travel Expenses

Greater Boston Area

Citizenship Languages Locale

United States of America

English

Winchester, Massachusetts, United States of America

Compensation

Hearing:	\$1200.00/Day
Study:	\$1200.00/Day
Cancellation:	\$1200.00/Day
Cancellation Period:	14 Days
Comment:	Arbitrator charges actual cost of reasonable expenses, including mileage and tolls.

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The AAA provides arbitrators to parties on cases administered by the AAA under its various Rules, which delegate authority to the AAA on various issues, including arbitrator appointment and challenges, general oversight, and billing. Arbitrations that proceed without AAA administration are not considered "AAA arbitrations," even if the parties were to select an arbitrator who is on the AAA's Roster.