

Congratulations to the December 2009 Business of the Month

**California Employment Law Training Center
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Jessica A. Braverman, Esq. is an Attorney, Consultant, Mediator and Trainer. For nearly 20 years, Jessica has been a California licensed attorney who taught for California State East Bay (Hayward), and University of Phoenix. During this time, Jessica has been providing Employment Law, Contract Law, HR Consulting, Conflict Resolution and Management and Litigation Prevention interventions to clients, companies and individuals. Jessica is a frequent speaker at Companies on a variety of Employment Law topics.

AS FOUNDER:---Jessica's Mission & Purpose for starting CAELTC was to partner with companies and individuals to help them avoid the downward spiral of escalated conflict and litigation. As a trial lawyer for 17 years, Jessica witnessed first hand the devastation lawsuits had on managers, individuals and corporations. By the time most conflict had reached the administrative or litigation stages, the costs, time, and emotional turmoil had already had a negative impact. Low Morale, Attrition, and Productivity were just some of the consequences of escalated conflict. By offering earlier interventions for conflict management and conflict prevention, Jessica knows that business relationships can be preserved, re-connected and salvaged. Earlier intervention meant devastation and disputes were averted. CAELTC is dedicated to earlier detection, intervention, management and resolution of conflict that is common to every business. The intent is to limit your liability and exposure and to focus on enhancing your productivity, morale and profitability.

AS A MEDIATOR:---Starting in 1995, Jessica Braverman founded Braverman Mediation, a neutral solutions business dedicated to Alternative Dispute Resolution (ADR) for litigated cases. In fact, Jessica became a Mediator/Arbitrator for Solano, Yolo, Contra Costa, Alameda and Sacramento Counties and acted as a Mediator/Arbitrator in a large variety of civil lawsuits such as Personal Injury, Professional Negligence, Casualty, Construction, Contract, Theft, Auto, Conversion, Assault/Battery, and Real Estate cases. She mediated/arbitrated over 1000 cases with success. Again, Jessica saw first hand how ADR was an effective method of keeping costs, effort, emotional issues and time minimized compared to having those cases go to court. However, it became even more obvious that if intervention to conflict had occurred even sooner, the benefits of conflict resolution would have been greater. In 2007, Jessica started Braverman Mediation & Consulting and continues to offer ADR solutions and is still called upon

by the courts and private companies. In April 2008, Ms. Braverman completed an additional 42 hours of Mediation/Advance Mediation Training and is currently on the Contra Costa County Superior Court "EASE" Mediation panel.

AS A CONSULTANT:---The first step in preventing conflict from escalating into a big dispute is to diagnose or identify an issue going on between people or within an organization before a spark of some kind ignites that conflict into a bigger problem. Conflict in small doses can be beneficial as it creates an environment to look at problems/issues from various points of view. Unresolved Conflict, however, that is not properly channeled and managed can suddenly snow ball into a giant problem that becomes difficult to diffuse once the momentum begins. Because Jessica has both trial and litigation experiences as an attorney, she is able to work with company HR personnel and staff counsel in providing a full service approach to consulting interventions. She understands the potential issues from all angles and is able to provide total solutions.

Jessica Braverman has worked with organizations, Human resource departments, legal departments, lawyers , administrators and individuals for many years helping them identify potential "hot spots" for conflict and potential areas for litigation. She is able to provide both legal consulting and human resource consulting from both sides to assist in re-writing or redoing processes and procedures, hand books, contracts and issues such as FMLA, CA leave, EEOC, DFEH, FEHA, OSHA, NLRB , CA Labor Commissioner, SOX, etc. Having the correctly worded policies and procedures can often times assist in resolving conflict. In fact, Jessica often suggests adding a conflict resolution provision within company handbooks.

Additionally, once Jessica writes a new policy or procedure, or merely edits the existing one, she can provide training suggestions to help implement the new process. If potential conflict involves Management Skills, she can design, create and implement customized Management or Leadership training that focuses on the needed issues. Proper documentation is critical to organizations and Jessica can assist companies in knowing how to use documentation as a shield rather than having it used as a sword against them.

Jessica has extensive experience in Labor Relations and Employee Relations as well. Working with Business Agents, Stewards, Foreman and Superintendents with every Craft has involved a positive outcome using creative problem solving approaches within the guidelines of Master Agreements, Collective Bargaining Agreements, etc. Recently, Jessica designed, created and delivered a special Foreman Management & Leadership training as an agreed upon solution for a raised disagreement within a Labor Union.

AS A TRAINER/FACILITATOR:---Jessica has logged over 1200 hours of "being trained" as a trainer/facilitator and currently is certified through Franklin Covey, Achieveglobal and Wilson Learning on a wide array of programs. Additionally, Jessica has 7 years of customizing training experiences and has delivered her own training to several vertical markets in finance, construction & healthcare industries. Jessica is known for her dynamic and interactive facilitation training style which dazzles the audience and helps them retain and apply the material immediately to the work place. Jessica's feedback evaluations are consistently outstanding.

TOTAL SOLUTIONS OFFERED:---Because of the unique background of Jessica Braverman combining attorney, consultant, mediation and training experiences, CAELTC is able to offer you a full total solution approach to addressing employment and labor relations issues at your company or organization. As a thank you for visiting this website, Jessica is offering you a FREE 15 minute consultation by telephone.

Please call her at your convenience at: (925) 827-4198 or fill out the contact information and she will call you promptly.