



## HON. JOHN M. TRUE (Ret.)

Mediator • Arbitrator • Referee



After nearly 29 years practicing law and 11 years as a Judge of the Alameda County Superior Court, Hon. John M. True (Ret.) is now a full-time mediator, arbitrator and referee. While his primary experience is rooted in the field of labor and employment law, he has also handled a wide variety of cases, including contract disputes, torts, property matters, professional liability cases (both medical and legal) and construction defect cases, among others.

As a settlement judge on the Alameda County Superior Court, Judge True held settlement conferences in hundreds of civil cases with a high rate of settlement. As Chair of Alameda County Superior Court Alternative Dispute Resolution Administration Committee (2005- 2015), he helped to develop and implement the Court's successful ADR program for civil cases including the creation of a panel mediation program and a discovery facilitation program.

### PROFESSIONAL EXPERIENCE

- 2003 – 2015 Judge, Superior Court of California, Alameda County
  - Served as civil trial judge from 2008 – 2015
  - Conducted settlement conferences in hundreds of civil cases
  - Chaired the Alternative Dispute Resolution Administration Committee
  - Helped to develop the Court's successful ADR program, including the creation of a panel mediation program and a discovery facilitation program
- 1975 – 2003 Employment Litigator
  - Handled labor and employment cases in state and federal courts, including individual and class action cases in the state and federal trial courts, before administrative agencies and at the appellate level
  - Mediated, arbitrated, served as a neutral fact-finder, and provided expert witness and consulting services in employment matters
- 2000 – 2003 Partner, Leonard Carder
- 1994 – 2000 Partner, Rudy, Exelrod, Zieff & True
- 1985 – 1993 Senior Staff Attorney, San Francisco Legal Aid Society – Employment Law Center
- 1979 – 1985 Partner, True, Wetzel, Colton & Fouts
- 1975 – 1979 Field Attorney, National Labor Relations Board
- 1966 – 1972 United States Peace Corps
  - Deputy Peace Corps Director in Afghanistan (1969 – 1972)
  - Peace Corps Fellow in Washington, D.C. (1968 – 1969)
  - Peace Corps Volunteer in Nepal (1966 – 1968)

### ALTERNATIVE DISPUTE RESOLUTION EXPERIENCE

- Panel Mediator and Arbitrator, American Arbitration Association
- Mediator and Early Neutral Evaluation Program Evaluator, United States District Court, Northern District of California
- Panelist, San Francisco Bar Association Early Settlement Program
- Judicial Arbitrator, San Francisco Superior Courts
- Mediator, First District Appellate Mediation Program

## EDUCATION

1975 University of California at Berkeley, Berkeley Law School (Boalt Hall), J.D.  
1966 Trinity College, B.A. in History

## BAR ADMISSIONS

California State Bar  
U.S. District Courts for the Northern, Eastern, and Central Districts of California  
U.S. District Court for the Northern District of Texas  
Ninth Circuit Court of Appeals  
District of Columbia and the Federal Circuit Courts of Appeal  
United States Supreme Court

## PROFESSIONAL ASSOCIATIONS

Member, Alameda County Bar Association  
Member and Past Chair, Bar Association of San Francisco, Labor & Employment Law Section  
Member and Past Chair, California State Bar, Labor & Employment Law Section  
Member, Advisory Board, Thelton E. Henderson Center for Social Justice (Boalt Hall)  
Member, Advisory Board, Berkeley High School Student Court  
Member and Past Chair, Civil Justice Reform Act Advisory Group, U.S. District Court, Northern District of California  
Past Member (1998 – 2001), California State Bar, Committee on Alternative Dispute Resolution  
Past Lawyer Representative (1988 – 1992), Ninth Circuit Judicial Conference

## HONORS

Member, American Law Institute (elected 2009)  
Fellow, College of Labor & Employment Lawyers (elected 2001)

## TEACHING

2016 – Present Adjunct Professor, Labor Law, Stanford Law School  
2010 – 2010 Adjunct Professor, Employment Law, Hastings College of the Law  
2004 – 2010 Adjunct Professor, Employment Law, UC Berkeley Law School (Boalt Hall)  
2001 – 2003 Adjunct Professor, Negotiations and Settlement, Hastings College of the Law  
1986 – 1988 Adjunct Professor, Labor Law, University of San Francisco Law School  
1982 – 1985 Adjunct Professor, Labor Law, Santa Clara University Law School

## SELECTED PUBLICATIONS

- Recently published "*Collective Bargaining To Crowdsourcing: Taxi Drivers In Transition*," 29 Cal. Lab. & Empl. Rev. No 6, p. 1 (2015).
- From 1993 to 2003, authored a bi-monthly employment law column titled "Point of View" in Matthew Bender's *California Employment Law Reporter* (LEXIS Law Publishing).
- Wrote regularly on employment law topics for CEB's Civil Litigation Reporter and the California State Bar Labor & Employment Law Section *Quarterly*.
- Co-author of California Employment Litigation: Strategy and Tactics (LEXIS Law Publishing, 1999, now in third edition).
- Wrote or edited chapters of several major employment law treatises including California Employment Law (Matthew Bender)(author of Chapter 51); Employment Discrimination Law (BNA)(contributing editor, Chapters 20 and 26); and Wrongful Employment Termination Practice (CEB)(co-author of Chapter 2, "Discrimination Claims").