

Mediator Profile



Lacy Hayes, Jr.
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Employment Information: Solo law practice in Harrisburg since 1981

Mediator Experience: Dauphin County Bar Association Civil Dispute Resolution Program panel member, and Chair of the Alternative Dispute Resolution Committee of the Dauphin County Bar Association from 2003 until 2018, while the committee worked with the Court of Common Pleas of Dauphin County to adopt Local Rule 1001: Mediation and Local Rule 1018.1 which notifies litigants about mediation; privately mediated several protests pursuant to Section 63 P.S. Section 818.11 Mediation of Disputes Between Vehicle Manufacturers, Dealers and Salespersons; through the U.S. Postal Service mediation program, helped to resolve conflicts in employment matters; assisted in several mediation trainings over the past 20 years, and served as a guest lecturer at both Dickinson School of Law and Widener University School of Law; volunteer mediator with Neighborhood Dispute Settlement since 1993.

Mediation Advocacy: I have represented litigants in mediations and have also served as a mediation consultant to litigation counsel who have little experience with mediation, and with whom I have associated for the purpose of advising them through the mediation process, including selection of a mediator and how best to navigate the mediation sessions and issues, and to facilitate the mediation process.

Certifications: Panel mediator for Dauphin County Bar Association Civil Dispute Resolution Program; United States Postal Service REDRESS Program since 1998.

Training: My original training was with the Mennonite Conciliation Service in June of 1993, where I have returned on several occasions to assist with trainings over the past twenty years. U.S. Arbitration and Mediation training in 1994; U.S. Postal Service mediation training in 1998.

Education: Lafayette College, class of 1973; Dickinson School of Law, class of 1980.

Professional Associations: Dauphin County Bar Association, Pennsylvania Counsel of Mediators, and Pennsylvania Bar Association, including ADR Committee and the Collaborative Law Committee

Compensation: \$250.00 per hour for my time, including a pre-mediation session telephone conference with attorneys and all time associated with mediation sessions, including preparation and travel time.

Mediation Style: Facilitation of a conversation among the parties. Caucus as necessary and as requested by the parties and their attorneys. My philosophy is that if all the disputants are reasonable and if all the information concerning the dispute is fully disclosed to and by all the disputants, we can work together to find a mutually acceptable and tolerable resolution to the conflict which will provide the maximum amount of whatever is most important to each of the respective disputants while avoiding any unacceptable costs to any of the disputants

***All information listed herein is provided by the mediator.**