

T & J ASSOCIATES

T&J Associates of New Jersey LLC

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Alternative Dispute Resolution (ADR) Services

T&J offers a process to resolve disputes through the use of neutral individuals to assist parties in resolving a dispute without litigation or protracted administrative processes.

This service assists:

- *Courts in resolving disputes in lieu of a court order.*
- *Administrative agencies and companies in resolving complaints and charges filed under various local, state, and federal laws, regulations, and ordinances.*
- *Supervisors and employees to resolve workplace disputes.*
- *Private organizations to resolve internal disputes and expedite the processing of complaints.*

Types of ADR services offered are:

- ***Arbitration.*** *Hear arguments, review evidence presented, and render a decision as a third party.*
- ***Mediation.*** *Assist parties to negotiate a resolution prior to the formal process. Mediation is voluntary and nonbinding, unless mandated by a contract provision.*
- ***Conciliation.*** *Bring parties to agreement in an informal process by lowering tensions, improving communications, interpreting issues, providing technical assistance, exploring potential solutions and bring about a negotiated settlement (informally or through the next step of mediation).*
- ***Fact Finding/Investigations.*** *Based on information provided by parties and additional research, recommend a resolution of each outstanding issue. Typically nonbinding and paves the way for further negotiations and mediation.*

Joyce A. Pratt, President & CEO
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