

MHMR Services for the Concho Valley

1501 W. Beauregard • San Angelo, TX 76901-4004 • (325) 658-7750 • FAX (325) 658-8381



What is Binding Arbitration?

Definition

Binding arbitration is most frequently used in employment agreements where both sides agree ahead of time that the arbitrator's decision is final.

Binding arbitration is a form of dispute resolution where two sides look outside the court system to resolve a conflict.

In **binding arbitration**, an impartial arbitrator listens to claims, facts and testimony from both sides and then issues a final decision.

Advantages of Arbitration for Employees

- **Quick Resolution** - usually within four months from filing as opposed to possibly two to three years with litigation (faster).
- **Less Imposition in Personal Life**
 - ~ Arbitrations are generally confidential and done in a private office as opposed to a courtroom
 - ~ Discovery is limited so friends & family members are rarely deposed & less likely investigation into unrelated issues. Transcripts are usually not part of public record.

Advantages Continued

- **Less Expensive** – arbitration is often a cheaper way to resolve disputes
- **Simplified procedure** – arbitration can eliminate or limit the amount of paperwork, depositions and hearings
- **Arbitrations are Less Formal** – usually more flexible about working around participants schedules
- **Greater Expertise** - a trained professional who should easily grasp the issues involved

In Summary

As a condition of your employment, you must sign MHMR Services for the Concho Valley's At-Will Employment Agreement. By signing this document you are agreeing to the Center's procedure of Arbitration & Resolution which states that disputes between employees and this Center must be resolved solely by binding arbitration.