



Emergence Health Network

El Paso Center for Mental Health/Intellectual Disabilities

ARBITRATION POLICY

Printed copies are for reference only. Please refer to the digital copy for the latest version.

POLICY STATEMENT:

The Executive Director/Chief Executive Officer of El Paso Community MHMR d/b/a Emergence Health Network (herein, "EHN") shall mandate employment-related claims for all applicants, associates and employees be exclusively submitted to arbitration following exhaustion of administrative remedies. Continued employment with EHN shall be considered irrefutable evidence of applicant's/associate's/employee's acceptance of this policy and/or related procedures. The Executive Director/Chief Executive Officer shall implement any necessary procedure to effectuate this policy, including, without limitation, consultation with third parties. This policy shall not affect any disputes filed by or on behalf of an EHN applicant/associate/employee prior to the effective date of this policy, which shall be January 1, 2015, nor shall it affect any claims which relate to unemployment benefits, are subject to other agreements, or otherwise precluded by law. Any modification of this policy and associated procedures shall require advance notification to associates/employees.

PURPOSE STATEMENT:

The purpose of this policy is to mandate arbitration for employment –related claims following exhaustion of administrative remedies.

SCOPE:

This policy applies to all EHN Employees (Associates or Staff) effective January 1, 2015.

DEFINITIONS:

Arbitration: a process of settling an argument or disagreement in which the people or groups on both sides present their opinions and ideas to a third person or group; the submission of a dispute to an unbiased third person designated by the parties to the controversy, who agree in advance to comply with the award.

REFERENCES:

A. None

AUTHORITY:

- A. EHN CEO
- B. EHN Board of Trustees

RELATED DOCUMENTS:

- A. EHN Procedure and Mutual Agreement to Arbitrate Claims

This policy supersedes all other EHN policies regarding this topic.