



AAA® Policy on the Applicability of the Optional Appellate Arbitration Rules to Employment Arbitration

The American Arbitration Association's® (AAA) *Optional Appellate Arbitration Rules* are designed to provide parties with a streamlined appellate arbitration procedure that allows for a high-level review of arbitral awards. In order to ensure affordable access of the *Optional Appellate Arbitration Rules* for all parties to an employment/workplace dispute, the AAA has adopted the following policy applicable to employment/workplace disputes where the parties, by stipulation or in their contract, have provided for the appeal of an arbitration award.

For any dispute between an individual employee or an independent contractor (working or performing as an individual and not incorporated) and a business or organization and the dispute involves work or work-related claims, including any statutory claims and including work-related claims under independent contractor agreements, the AAA requires that the company shall bear its own as well as the individual's AAA administrative fees and the compensation/expenses of the Appeal Tribunal in connection with the optional appellate arbitration process.