



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 dispute, the AAA has adopted the following policy applicable to employment disputes where the parties, by stipulation or in their contract, have provided for the appeal of an arbitration award.

For employer-promulgated plans, the AAA requires that employers shall bear its own as well as the employee's costs of filing and arbitration fees in connection with the optional appellate arbitration process. For appeals involving individually-negotiated employment agreements, each party shall bear their own costs and fees under the *Optional Appellate Arbitration Rules* or as otherwise agreed by the parties.

Notwithstanding this policy, the AAA will follow any court orders directing the manner in which an employment arbitration matter is to proceed.