

# THOMAS E. CROWLEY III

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Rezents & Crowley, LLP  
735 Bishop Street, Suite 205  
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ADR Hawaii, Inc.  
Alternative Dispute Resolution  
735 Bishop Street, Suite 205  
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Telephone: (808) 531-6789  
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Email: [Tom@rezentscrowley.com](mailto:Tom@rezentscrowley.com)

## *Education*

### **William S. Richardson School of Law**

- Juris Doctor, 1976

### **University of Hawai'i at Manoa**

- Bachelor of Arts, 1972

## *Experience*

1994–Present	<b>ADR Hawaii, Inc. - Alternative Dispute Resolution</b> <i>President and CEO, Arbitrator, Mediator Facilitator, Independent Fact-Finder</i>
2003–Present	<b>Rezents &amp; Crowley, LLP</b> <i>Attorney-Partner</i>
1994–2003	<b>Law Offices of Thomas E. Crowley</b> <i>Attorney-Sole Proprietor</i>
1981–1994	<b>Cades Schutte Fleming &amp; Wright</b> <i>Attorney-Partner</i>
1978–1981	<b>U.S. Senate Select Committee on Intelligence</b> Washington, D.C. <i>Attorney</i>
1976–1978	<b>State of Hawaii</b> <b>Office of the Public Defender</b> <i>Attorney</i>

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## *Labor Arbitrator*

### **Extensive experience as an Arbitrator in Labor Matters:**

**Unions:** HFFA, HGEA; HNA, IAFF, HSTA UHPA; UPW; FPOHA

**Employers:** United States of America, Dept. of Defense; State of Hawaii: Dept. of Accounting and General Services Dept. of Agriculture; Dept. of Data Processing; Dept. of Education; Dept. of Health, Dept. of Human Services; Dept. of Land and Natural Resources; Dept. of Public Safety, Dept. of Transportation; City and County of Honolulu; County of Maui; Hawaii Health Systems Corp.; Hawaii State Judiciary;

Kamehameha Schools. Leahi Hospital; Maui Memorial Center; U.S. Department of the Navy; University of Hawaii Board of Regents; Wahiawa General Hospital; Extensive experience with individual and class grievances. Frequent arbitrator in labor disputes concerning the interpretation of Collective Bargaining Agreements.

***Private  
Arbitrator***

Extensive experience as an Arbitrator in the private sector.

***Mediator***

Extensive experience as a Mediator in the private sector. Disputed issues mediated include: Contracts, Collection, Personal injury, Wrongful Death, Real Property, Trust and Estate litigation, Partnership disputes, Business Valuation, Wrongful Termination and Tenure, Complex Business and Shareholder valuations, Guardianships, Conservatorships, Family Law matters.

***Author***

***Select  
Publications***

- *Settle It Out of Court – How to Resolve Business and Personal Disputes Using Mediation, Arbitration, And Negotiation* (John Wiley & Sons, 1994).
- *Running the Resolution Rapids – Adventures in Mediation* (Hawaii Bar Journal, 2019)
- *The Ritual of Resolution in Arbitration* (Hawaii Arbitration Law Periodical 1994)
- *Host - Facing Conflict with Tom Crowley* (Hawaii Public Radio, 2000, Series)
- *Alternatives to Litigation in Family Law* (Hawaii Divorce Manual, November 2000)
- *Property Division under the Marital Partnership Model in Hawai'i Divorces* (Hawaii Bar Journal)
- *Spousal Support and the Marital Standard of Living in Hawai'i Divorces* (Hawaii Bar Journal)
- *Premarital Economic Partnerships and the Division of the Marital Estate in Hawai'i Divorces* (Hawaii Bar Journal)
- *Premarital and Marital Agreements in Hawaii Divorces*

***Adjunct  
Professor***

Hawaii Pacific University, MBA Program Wage and Negotiation; Kapiolani Community College, Paralegal Program; William S. Richardson School of Law, Guest Lecturer

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***Compensation  
Schedule***

Services for labor matters are billed hourly at the rate of \$225.00 per hour. Invoices may be submitted for payment when services have concluded or at any time when fees and costs exceed \$5,000. Parties are billed for out-of-pocket expenses including, but not limited to, travel expenses, parking, room rental, photocopies and mailing. Payment for services is due upon receipt. No cancellation fee.



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Mr. Crowley graduated from the William S. Richardson School of Law in 1976. He began his legal career in the Office of the Public Defender where he tried numerous judge and jury trials and was recognized for outstanding service. He advanced his career in Washington, D.C. as Counsel to the United States Senate, Select Committee on Intelligence. He joined the law firm of Cades Schutte in 1981 becoming a partner in 1986. He had an extensive civil litigation and trial practice at the circuit and district court levels. His federal court practice included criminal defense in environmental matters and civil litigation.

In 1994, he formed a solo law practice and ADR Hawaii – Alternative Dispute Resolution, concentrating in mediation and arbitration. He authored the highly-respected book on settlement: *Settle It Out of Court-How To Resolve Business and Personal Disputes Using Mediation, Arbitration and Negotiation* published by John Wiley & Sons, 1994.

He is a frequent arbitrator in labor matters concerning the interpretation of Collective Bargaining Agreements. He has extensive experience as an arbitrator in the private sector. Disputed issues he has adjudicated include: Contracts, Collection, Personal injury, Wrongful Death, Real Property, Trust and Estate litigation, Partnership disputes, Business Valuation, Wrongful Termination and Tenure.

Since 2003 he has maintained a busy law practice at Rezents & Crowley, LLP. His practice emphasizes complex asset and business valuation cases in family matters.

He is a former member of the Board of Directors of the Hawaii Justice Foundation. He has been a mediation trainer and educator in many ADR workshops and served on the faculty at Kapiolani Community College and Hawaii Pacific University's MBA program. He has authored numerous articles for publication in periodicals regarding dispute resolution. He created and hosted the Hawaii Public Radio series "Facing Conflict," which featured conversations with some of Hawaii's most inspiring men and women discussing their perspectives on conflict and conflict resolution.