

JEFF J. MINCKLER

E-MAIL: jeff@minckler.net

(please use e-mail for all communications)

NORTHWEST

4752 41st Ave. S.W.
Seattle, WA 98116

SOUTHWEST

2355 Westwood Blvd.
Los Angeles, CA 90064

INDUSTRY/AGENCY EXPERIENCE

Aerospace, airline, airport (operations, parking), ambulance, asphalt, cemetery, chemical, clerical, communications, construction, corrections and detention (federal, state and regional prisons, jail), education (K-12 and university, certified and classified), electrical (lineman, commercial), fire (firefighting, EMT, paramedic), food preparation and handling, law enforcement (federal, state police/highway patrol, sheriff, police, dispatch), legal, maritime, medical (nursing, health care, laboratory), metal, public works, railroad, road and bridge, security, solid waste (hauling, transfer stations, landfill), technology, transportation (transit, school), trucking (OTR, LTL, maintenance), utilities, water and wastewater, wood products (logging, lumber, plywood, particle board, chip and resin hauling)

ISSUE EXPERIENCE

Alcohol and drugs (on and off duty, reasonable suspicion, test falsification), arbitrability, assignments, bidding, classification and pay, crew size, discipline and discharge/termination, dishonesty, due process, evaluations, factfinding (advisory and binding), harassment and violence, insubordination, insurance, layoff, leave benefits and abuse, NLRB deferrals including those requiring a decision on statutory issues, off duty conduct, overtime and premium pay, past practice, performance deficiency, public speech, reduction in force, representation rights, safety, seniority, sleeping on duty, training, wage/salary and benefit comparisons

ROSTERS & PANELS

Alaska Labor Relations Agency
American Arbitration Association
California Employment Relations Board
Federal Mediation and Conciliation Service
International Organization of Masters, Mates and Pilots
Los Angeles City Employee Relations Board
Los Angeles County Employee Relations Commission
Montana Board of Personnel Appeals
National Mediation Board
Nebraska Commission of Industrial Relations
Nevada Employee-Management Relations Board
Oregon Employment Relations Board
Phoenix City Employment Relations Board
Washington Employment Relations Commission

EMPLOYMENT HISTORY

Labor: Representative and chief negotiator, AFL-CIO private sector locals (1972-1974)
Management: Specialist, Montana State Labor Relations Bureau (1974-1977); Bureau Chief (1977-1979)
Labor: Regional Manager and chief negotiator, Montana Public Employees Association (1979-1982)
Management: Director of Labor Relations, Montana School Boards Association (1982-1986)
Labor & Management: Private practice representation in the private and public sector (1986-2011)
Neutral: Arbitrator and factfinder (2011-current)

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RELATED EDUCATION

University of Montana
Cornell University Graduate School of Industrial and Labor Relations
American Arbitration Association University
Arizona Supreme Court & Attorney General ADR course
Federal Mediation and Conciliation Service Institute
Labor Arbitration Institute
National Judicial College

AFFILIATIONS

Association of Administrative Law Judiciary
Association for Conflict Resolution
State Bar of California, Labor and Employment Law section
Labor and Employment Relations Association
National Association of Hearing Officials
Oregon State Bar, Administrative Law section
Washington State Bar Association, ADR section

ARTICLES & PRESENTATIONS

Keynote addresses for public and private sector employers and unions
Section and panel presentations at state and national conventions
Articles for national labor relations journals

Partial list of topics:

Standards of Contract Interpretation
The Law of the Collective Bargaining Hiatus
Living under At-Will and Wrongful Discharge Statutes
Affirmative Defenses in Arbitration
The Use of After-acquired Evidence in Arbitration
Dissecting Just Cause
Past Practice Application and Exceptions
Public Speech Protections and Exceptions
The Requirements of Due Process
Garrity, Beckwith, Kalkines and Weingarten Warnings and Protection
The Off Duty Nexus
Tenured and Nontenured Teacher Dismissal and Nonrenewal
Fair Labor Standards Act in the Private and Public Sectors
Brady List Impact on Continuing Employment
Advanced discipline and discharge course for unions and employers
Instructor of university labor arbitration course
Guest lecturer on arbitration practice and award updates

FEES & EXPENSES (*unless regulated by statute or roster*)

Daily rate: Grievance arbitration: \$1,000. Interest arbitration, factfinding: add 20%.

Fee: Daily rate prorated on an 8-hour day for time spent including travel, study and writing.

Expenses: Transportation from closest address, lodging and meals at actual cost.

Postponement/Cancellation: No penalty for a hearing vacated at least 15 calendar days in advance; \$100 for each day less. Reimbursement for nonrefundable tickets and reservations.

ADDITIONAL & UPDATED INFORMATION: www.minckler.net