

**JARED D. SIMMER, MLIR, JD, EdD, SPHR**

**Email:** jaredsimmer@gmail.com

**Present Occupation:** Arbitrator/Mediator

**Business Address:**

P.O. Drawer 397  
Ingomar, PA 15127-9998  
Phone: (412) 367-7993/ (724)575-0898  
Fax: (412) 367-2819

**PROFESSIONAL AFFILIATIONS:**

American Arbitration Association; Allegheny County Bar Association (Labor/Employment Committee and member of council, Health Law Committee, Alternative Dispute Resolution Committee (past chair), Environmental & Energy Law Committee; Labor & Employee Relations Association (LERA), Pittsburgh Chapter (officer); American Health Lawyers; Western Pennsylvania Mediation Council.

**EDUCATION:**

Ed.D. - Duquesne University; MLIR - Michigan State University; J.D. - T.M. Cooley Law School; B.A. - Calvin College.

**CERTIFICATIONS/LICENSES:**

Licensed to practice law - Active: PA, U.S. Supreme Ct.; 3rd Circuit Ct. of Appeals; U.S Federal Dist. Ct., W. Dist. of PA; Inactive: NC, FL, MI; Certificate in International Law Oxford University/University of San Diego School of Law; Senior Professional in Human Resources (SPHR); United States Postal Service Employment Mediator; United States EEOC Mediator; United States District Court (W. PA) arbitrator/mediator; Bankruptcy Mediator United States Bankruptcy Court (W. Dist. of PA).

**WORK EXPERIENCE:**

Assistant Director of Regulatory Affairs, Michigan Department of Commerce (1979-1982); Manager of Labor Relations at Duke University/Medical Center (1982-1989); Arbitrator/Mediator (1989- present); Adjunct Professor at the University of Pittsburgh's Katz Graduate School of Business (2004-2008); Adjunct Professor at Carnegie Mellon's Heinz Graduate School of Public Policy (2006-present); Summer help Armco (now AK) Steel Butler Plant (1973, 1974 – member, Independent Steelworkers Local); Construction laborer (1972); Bakery Assistant – Butternut Bakery (1971-member, UFCW).

**ARBITRATOR/LABOR RELATIONS EXPERIENCE:**

Have had a full-time arbitration/mediation practice since 1989; have worked in bargaining unit positions (steel and baking industries); managed the labor relations function of the largest private employer in North Carolina (1,100 bargaining unit employees); have taught labor relations in both undergraduate and graduate school; have provided executive programming on various IR topics; have a graduate degree in labor & industrial relations from Michigan State University.

**INDUSTRIES:**

Public sector, aerospace admiralty automotive, bakery, building products, chemicals, construction, dairy, education, electricity, electronics, entertainment/arts, federal sector, food, furniture, gas, glass/pottery, health care, high voltage, hospitality, hospitals/nursing homes, intellectual property, local/state/federal government, machinery, manufacturing, maritime, mass transit, metal fabrication, mining, municipal, nuclear energy, office workers/clericals, oil, organizations, partnerships, pharmaceuticals, plastics, plumbing, police/fire, printing/publishing, prison guard, public television, pulp/paper, real estate, refrigeration/hvac, restaurants,

retail, sales, securities, service, skilled trades, steel, stone/quarry, tax, textile, transportation, trucking and storage, utilities, health care, medical/dental/nursing, etc.

**ISSUES:**

Affirmative action, absenteeism, arbitrability, bargaining unit work, conduct, demotion, discipline (discharge/non-discharge), discrimination (age/disability/race/sex/religion/national origin/pregnancy), drug/alcohol, fringe benefits (bonus/holidays/insurance/leave/vacation), grievance mediation, health/hospitalization, job performance, job posting/bidding, jurisdictional dispute, layoff/bumping/recall, management rights, official time, past practices, pension and welfare plans, retirement, safety/health, seniority, sexual harassment, strikes/lockouts/work stoppages/slowdowns, subcontracting/contracting out, tenure/reappointment, union security, wages (cost-of-living pay/holiday pay/incentive pay/job classifications & rates of pay/merit pay/overtime pay/severance pay/vacation pay), work hours/schedules/assignments, working conditions, work orders, violence or threats, fitness for work, outsourcing, job abandonment, alcohol/drug addiction, falsification of records, unlawful surveillance, etc.

**LABOR ARBITRATION ROSTERS:**

National Mediation Board; Pennsylvania Labor Relations Board and Pennsylvania Bureau of Mediation; Ohio State Employee Relations Board; U.S. Virgin Islands Department of Labor; Kentucky Employee Relations Board; Florida Employee Relations Board; Freeport-McMoran Copper & Gold, Inc. private panel; U.S. Postal Service expedited (past).

**SPEAKING ENGAGEMENTS:**

Lecturer in Duke University's Fuqua Graduate School of Business [What MBA's Need to Know About the NLRA](1988-1989); Adjunct Professor in the Geneva College Master of Organizational Leadership program [ADR coursework](1994-1999); Adjunct Professor in the Katz Graduate School of Business MBA program [negotiation & workplace conflict](2003-2008); Adjunct Professor in the Carnegie Mellon University Public Policy master's program [introductory and advanced negotiation](2006-present); guest lecturer in the University of Pittsburgh Law School [labor arbitration, and health care ADR](2009-present).

**FEES:**

\$1500 per diem, plus expenses. Other case-related time billed pro rata. Absent substitution on same day(s), once matter is calendared, if case cancels, parties responsible for total number of hearing days reserved. Travel time not billed if total of travel time and hearing time on same day is less than eight hours.