

**PROFESSIONAL RESUME OF
JEFFREY W. JACOBS
ARBITRATOR/MEDIATOR**

MEMBER OF THE NATIONAL ACADEMY OF ARBITRATORS

ADDRESS: 7300 Metro Blvd., Suite 300; Minneapolis, MN 55439

PHONE: Office direct: 952-767-1043; **FAX:** 952-897-3534; **Cell** 612 760 6328

E-MAIL ADDRESSES: jjacobs@wilkersonhegna.com; jacobsjeffrey@comcast.net

WEBSITE: www.jeffreyjacobsarbitrator.com/

LABOR ARBITRATION AND MEDIATION PANELS:

- Federal Mediation & Conciliation Service Labor Arbitration Panel, Region 3
- Federal Mediation & Conciliation Service Labor Arbitration Panel, Region 5,
- National Mediation Board
- State of Minnesota, Bureau of Mediation Services Labor Arbitration Panel,
- State of Wisconsin, Wisconsin Employee Relations Commission, WERC, Panel of Arbitrators
- State of Iowa, Public Employment Relations Board, PERB, arbitrator panel
- State of Montana, Board of Personnel Appeals, BOPA arbitration panel
- State of Oregon, Employment Relations Board, ERB, arbitration panel
- State of Washington, PERC arbitration panel
- American Arbitration Association Labor Panel, American Arbitration Employment Arbitration and Mediation Panel
- Permanent panels: NTEU and IRS; APWU and USPS; NALC and USPS; USPS and NPMHU; State of Minnesota & Middle Management Association; City of St. Paul, MN & AFSCME Council 5; UFCW #789 & American Foods Group; XCEL Energy & IBEW 160; ALPA & Compass Airlines; SEIU Healthcare Minnesota & Allina Health Systems for both grievances & election issues; APFA (Assoc. of Professional Flight Attendants) and American Airlines; UTU and Union Pacific RR. Union Construction Crafts Workers Compensation Program, arbitrating & mediating Minnesota workers compensation claims as part of a collectively bargained program.
- Contract Judge with the State of Minnesota Office of Administrative Hearings from 2010 to 2014.

PROFESSIONAL ASSOCIATIONS:

- National Academy of Arbitrators
- Minn. State Bar Ass'n, Alternative Dispute Resolution Section

LABOR AND EMPLOYMENT RELATED PUBLICATIONS AND SEMINARS

- "Understanding Minnesota's Veterans Preference Act," Minnesota Trial Lawyer, October 1987
- "Revisiting Minnesota's Veteran's Preference Act," Minnesota Peace & Police Officer's Journal, MPPOA Journal, December 1993.
- National Academy of Arbitrators Fall Education Conference 2014 – Social Media and Discipline Cases – We're All Atwitter Over it
- "Statutory & Collective Bargaining Issues Affecting Workers Compensation," MILE, June 1996.
- Public Sector Labor & Employment Law Institute, Discipline & Discharge Cases, Drug & Alcohol Offenses, MILE, October 1997, October 1999.
- Public Sector Labor & Employment Law Institute, MN CLE, 2005, 2006, 2007, 2008, 2009, 2012, 2013 and 2014 – Grievance arbitration issues, past practice, discipline & discharge issues, subcontracting, evidentiary issues & advocacy techniques
- Labor and Employment Law Certification preparation seminar – arbitration issues – 2012, 2013, 2014
- SPIDR Spring 1999 Conference, "Cutting Edge Issues in Labor Arbitration," Minnesota SPIDR
- Labor Arbitration Institute, Minneapolis 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2009, 2010, 2011, 2012, 2013, 2014 - Advanced Arbitration issues, contract interpretation, discipline & discharge, past practice, advocacy, evidentiary & credibility issues, insubordination, theft and other serious offenses, contract interpretation and past practice, off-duty misconduct issues, procedural objections issues, Evaluating your case – Settle or Arbitrate?

- Iowa PERB conference 2009; discipline and discharge issues; advocacy techniques that work
- Montana BOPA conference 2008, 2012, 2014 past practice, discipline & discharge issues in labor arbitration, contract interpretation issues, evidence & advocacy techniques
- Wisconsin WERC, seminar, 2009, Interest arbitration issues
- University of Kent at Chicago, interest arbitration in Minnesota, Iowa & Wisconsin, 2008. Fall 2010 Midwest National Academy of Arbitrators Conf. – Do Arbitrators Really Use the 7 Tests of Discipline?
- FMCS Annual Conference, Washington DC, June 2008, Evidence & Advocacy techniques
- Labor Arbitration Institute, Cleveland, 2006, Past Practice, Discipline/Discharge issues
- Labor Arbitration Institute, Chicago, Ill, 2005, 2007, 2010 past practice issues, contract interpretation issues, theft & dishonesty issues in terminations
- Labor Arbitration Institute, Miami FL, 2009, Insubordination
- Labor Arbitration Institute, Baltimore, 2007, Past Practice, Job Performance issues
- Labor Arbitration Institute, St. Louis, 2010, 2012; 2013, 2014, 2015 Procedural Due Process & Objections; Past Practice issues, Insubordination
- Labor Arbitration institute – Oakland CA – 2014 Rules of Evidence
- Labor Arbitration Institute Las Vegas, 2010, 2012, 2013, 2015 - Procedural Objections & Issues in Arbitration, 12 Ways to Persuade an Arbitrator, Discipline for Job Performance issues, Management rights, Evaluating Your Case – Settle or Arbitrate, Social media issues in arbitration
- Labor Arbitration Institute – Berkeley, CA, 2011 - procedural issues in Arbitration, Off-duty misconduct, discipline for poor job performance
- Labor Arbitration Institute – Oakland CA 2014 – Evidence in Arbitration
- Greater Midwest Employment Law Seminar, MN CLE, May 2007, 2008, 2009, 2012, 2013 Advanced Discipline & Discharge issues, Advocacy that Works; Procedural arbitrability issues
- National Public Employer’s Labor Relations Ass’n, conference – San Diego 2011 – San Antonio 2013 – Top Ways to Persuade an Arbitrator, Procedural Objections & Issues in Arbitration.
- MPELRA conference 2006, 2010 interest cases & cutting edge issues of discipline & discharge
- MPELRA conference 2011, Top Ways to Persuade an Arbitrator – Advocacy Techniques
- NPELRA conference, 2011, 2012, 2013, 2014 - Top Ways to Persuade Your Arbitrator; procedural due process issues; discipline discharge issues, contract interpretation and past practice; Evaluating your case – Settle or Arbitrate?
- Several Webinars on labor relations topics through AAA and NPELRA

WORK HISTORY: Full time labor arbitrator and mediator and judge 1995 to present; Of Counsel, Wilkerson & Hegna, 1989-present; Adams, Cesario and Atkinson, 1988-89; Knutson, Flynn, Hetland & Deans, 1987-88, representing school districts and public employers in Minnesota; Teamsters #320, Minneapolis, 1982-87; Johnson & Eastland, 1980-82.

EDUCATION:

J.D. University of Minnesota 1980. B.A. University of Minnesota 1977.

PER DIEM FEE EFFECTIVE JANUARY 1, 2016: \$1,400.00 per day plus applicable expenses.

DOCKETING FEE: None

TRAVEL EXPENSE POLICY: Expenses are billed as incurred. In cases involving out of town travel, any expenses due to the postponement or cancellation of the hearing will be invoiced even where the matter is postponed or cancelled more than two weeks from the scheduled hearing.

CANCELLATION FEE One day (\$1,400.00) cancellation fee plus any applicable expenses if the matter is canceled, rescheduled or continued within 14 days of the scheduled hearing date. In cases involving out of town travel, any expenses due to the postponement or cancellation of the hearing will be invoiced even where the matter is postponed or cancelled more than two weeks from the scheduled hearing. Travel expenses will be charged from Minneapolis, MN unless otherwise agreed.

PUBLISHED DECISIONS AND REFERENCES AVAILABLE UPON REQUEST