

## **JEFF J. MINCKLER**

**E-MAIL:** jeff@minckler.net *please use e-mail for all communications*

**PRESENT OCCUPATION:** Arbitrator, Factfinder & Mediator

### **BUSINESS ADDRESS**

20920 N 70<sup>th</sup> Drive, Glendale, AZ 85308

### **INDUSTRY/AGENCY EXPERIENCE**

Aerospace, airline, airport, ambulance, asphalt, cemetery, chemical, clerical, communications, construction, custodial, education (K-12 and university, certified and classified), electrical (lineman and commercial), entertainment, 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, prison and jail, public works, railroad, road and bridge, security, solid waste (hauling, transfer stations and landfill), technology, theatrical, transportation (public, school), trucking (OTR, LTL, maintenance), U.S. Military civilian employment, utilities, water and wastewater, wood products (logging, lumber, plywood, particle board, chip and resin hauling)

### **ISSUE EXPERIENCE**

Alcohol and drugs (on and off duty, test falsification), application falsification, arbitrability, assignments and reassignments, 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, safety, seniority, sleeping on duty, training, wage 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 (arbitration of Board deadlocks)  
Nebraska Commission of Industrial Relations  
Nevada Employee-Management Relations Board  
Oregon Employment Relations Board  
Phoenix City Employment Relations Board  
Washington Employment Relations Commission

### **RELATED EMPLOYMENT**

Labor: Representative and chief negotiator, AFL-CIO private sector locals (1973-1974)  
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 sectors (1986-2011)  
Neutral: Arbitrator and Factfinder (2011-present)

## JEFF J. MINCKLER

### 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

### PROFESSIONAL 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 presenter at state and national conventions

Partial list of topics:

Affirmative Defenses in Arbitration  
Standards of Contract Interpretation  
The Use of After-acquired Evidence in Arbitration  
Dissecting Just Cause  
Past Practice Application and Exceptions  
Public Speech Protections and Exceptions  
Living Under At-Will and Wrongful Discharge Statutes  
The Requirements of Due Process  
*Garrity, Beckwith, Kalkines and Weingarten* Warnings and Protection  
The Off Duty Nexus  
The Law of the Collective Bargaining Hiatus  
Tenured and Nontenured Teacher Dismissal and Nonrenewal  
Fair Labor Standards Act in the Private and Public Sectors  
A Dozen Variations of Seniority  
Attempting Crystal Clear Contracts  
Advanced discipline and discharge course for unions and employers  
Instructor of graduate school labor relations and arbitration advocacy course

### FEES & EXPENSES

Daily rate: \$1,000 for grievance arbitration. Add 20% for factfinding and interest arbitration.  
Hearing: Daily rate, prorated in quarter-hour increments after each all-inclusive 8-hour day.  
Time spent including travel, study and writing: Daily rate prorated in quarter-hour increments.  
Expenses: Actual cost of lodging and transportation from Las Vegas. No meal charges.  
Postponement or cancellation: No short notice fee for a hearing vacated more than 15 calendar days in advance; \$100 for each day less. Actual transportation expenditures if case is withdrawn before a decision is issued.

**ADDITIONAL INFORMATION:** [www.minckler.net](http://www.minckler.net)