

JEFFREY JACOBS

jjacobs@wilkersonhegna.com

7300 METRO BLVD. #300

EDINA MN 55439

Phone: 952-767-1043

Fax: 952-897-3534

PRESENT OCCUPATION

ARBITRATOR/MEDIATOR

PROFESSIONAL AFFILIATION

NAA; FMCS Regions 3 and 5; AAA labor and employment panels; Minnesota BMS, Iowa PERB, Oregon, ERB; Washington PERC, Wisconsin WERC, National Mediation Board, airlines and RR cases; many permanent panels in public and private sectors

EDUCATION

BA 1977 Univ. of MN

JD 1980 Univ. of MN

ARBITRATION EXPERIENCE

Full time labor arbitrator since 1995, authored well over 1000 final and binding decisions and counting in the public and private sectors; was a union side labor advocate for 5 years in the 1980's and then a management advocate for several years after that until becoming a labor arbitrator in 1995. Have negotiated contracts in private and public sectors, appeared before arbitration panels as an advocate, NLRB, and various Courts as well; as federal and state agencies. This work is almost all I have done for 35+ years.

INDUSTRIES

Automotive; airline, railroad, beverage; clerical and office; education both teachers and support staff; health care including RN, LPN, and other staff cases; construction; education; entertainment/arts, including orchestras and stage work; federal employment; food; grain mill; hotels/resorts/motel; hospitals/nursing home; machinery; musical industry including orchestras and stage workers; office/clerical; packaging; petroleum/chemicals; newspapers; plumbing; police/fire; public works; printing/publishing; prison guard; restaurants; retail stores; road construction and highway heavy; commercial construction; steel; transportation; trucking/storage; utilities; warehousing.

ISSUES

Affirmative action, absenteeism, arbitrability (both procedural and substantive), bargaining unit work, conduct, demotion, discipline (non-discharge), discipline (discharge), discrimination: age, disability, race, sex, religion, national origin, drug/alcohol offenses, fringe benefits: bonus, holidays, insurance, leave, vacation, grievance mediation, health/hospitalization, hiring practices, job performance, job posting/bidding, jurisdictional disputes, layoffs/bumping/recall, management rights, official time, past practices, pension and welfare plans, pension claim (fed. statute), promotion, retirement, safety/health conditions, 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 classification and rates, merit pay, overtime pay, severance pay, vacation pay, work hours/schedules/assignments, working conditions/work orders, violence or treats; work jurisdiction;

PERMANENT PANELS

NMB; American Air and ALP; Delta Airlines and ALPA; State of MN and AFSCME; Union Construction workers Compensation panel;

ARBITRATION ROSTER(S)

FMCS Regions 3 and 5; AAA labor and employment panels; Minnesota BMS, Iowa PERB, Oregon, ERB; Washington PERC, Wisconsin WERC, National Mediation Board, airlines and RR cases; MT BOPA,

PUBLISHED CASES

City of Blaine, MN 136 LA 231,
Elk River MN Schools, 35 LA 1152
Carver County, MN, 135 LA 497
State of MN Public Defender 132 LA 537
Rochester, MN, 132 LA 385;
Gov't of US Virgin Islands, 132 LA 247
Dakota County, MN 131 LA 1776
Gov't US Virgin Islands 131 LA 1556
City of Rochester, MN 131 LA 1252
Waseca County, MN, 131 LA 1121
City of Austin, MN, 131 LA 689
Tri-County Coop, 131 LA 664
ADT and IBEW 110, 131 LA 593
City of Duluth, MN, 131 LA 529
ISD 196 Rosemount, MN, 131 LA 74
St. Paul Schools MN, 130 LA 1300
State of Iowa, 130 LA 1130
U of Northern Iowa , 130 LA 321
State of Oregon, 130 LA 225 (2012)
Eureka MT Schools, 130 LA 1635
IBEW #292 & FMS Corp. 129 LA 1514
State of Iowa, 129 LA 1429
FMS Corp., 129 LA 1346
Dakota County, MN 129 LA 1285
Hennepin County, MN, 129 LA 1196
Multipackaging & GCIU, 129 LA 1152
Wright County, MN & AFSCME, 129 LA 911
State of Iowa , 129 LA 518
People's Coop 129 LA 274
Rosen Industries, 128 LA 207,
Dunn County, WI , 128 LA 1377
Minnetonka MN Schools, 127 LA 1685
Rochester MN Schools , 127 LA 897
Wright County, MN , 127 LA 811
Moorhead Public Service Comm'n 127 LA 426
State of Iowa & UE, #893, 127 LA 106
Met. Council , 126 LA 1537
Coleraine MN Schools, 125 LA 497
Hanson Spancrete , 125 LA 645
DCI & Boilermakers , 125 LA 897
City of Urbana, OH, 125 LA 1143
U of St. Thomas , 124 LA 1468
Saurer Home & UFCW, 123 LA 1655

SIGNIFICANT PUBLICATIONS

Social media - NAA Fall Education conference 2014; Elkouri supplement 6th ed. past practice; Also, have published seminar materials all over the country for over 20 years. There are too many to list here. See website www.jeffreywjacobsbirtator.com for full details

SIGNIFICANT PUBLICATIONS

PER DIEM FEE

\$1,400 per day for hearings, study and drafting

DOCKET FEE

none

CANCEL FEE

One day (\$1,400.00) cancellation fee plus any applicable expenses if the matter is canceled, rescheduled or continued within 21 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.

GRIEVANCE ARBITRATION

same as above

CANCELLATION POLICY

See above

INT ARBT, FACT FND & LABOR MED

per diem is the same for interest and grievance arbitrations. Mediation fee is \$250.00 per hour plus any travel expenses.

TRAVEL TIME

Same as per diem

EXPENSES

Applicable expenses will be invoiced with the fees, receipts will be provided when possible.