



**PUBLIC EMPLOYMENT RELATIONS COMMISSION**  
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL  
MEMBER INFORMATION**

Name: Jeff J. Minckler

Current profession: Arbitrator, Factfinder

Business address: 4752 41st Ave. S.W., Box 305, Seattle, WA 98116

Business Phone: (425) 523-8480

Information current as of: November, 2016

Email: jeff@minckler.net  
*(Please use e-mail for all communications)*

Web: Additional and updated information: [www.minckler.net](http://www.minckler.net)

**EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES:** Number of cases handled:

As grievance arbitrator: 27  
As fact-finder: 5

**Brief description of industries and issues dealt with:**

**Issue experience:** Alcohol and drugs, arbitrability (affirmative defenses and timeliness), 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

**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), fire (firefighting, EMT, paramedic), food preparation and handling, law enforcement (highway patrol, sheriff, police, 911 dispatch), legal, lumber and plywood, 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, transportation (transit, school), trucking (dispatch, OTR, LTL, maintenance), utilities, water and wastewater

EDUCATIONAL BACKGROUND:

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

OTHER QUALIFYING EXPERIENCE:

Labor: Private sector AFL-CIO locals From: 1973 To: 1974  
Capacity or position: Representative & chief negotiator

Management: State of Montana Labor Relations Bureau From: 1974 To: 1979  
Capacity or position: Specialist, Bureau Chief & Governor's Designee

Labor: Montana Public Employees Association From: 1979 To: 1982  
Capacity or position: Regional Manager and chief negotiator

Management: Montana School Boards Association From: 1982 To: 1986  
Capacity or position: Director of Labor Relations

Labor and Management: Private practice representation in the public and private sectors  
From: 1986 To: 2011

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

American Arbitration Association  
Association of Administrative Law Judiciary  
Association for Conflict Resolution  
Federal Mediation and Conciliation Service  
Labor and Employment Relations Association  
National Association of Hearing Officials  
National Mediation Board (including arbitrating Board deadlocks)  
Washington State Bar Association, ADR section

AVAILABILITY:

Available for grievance and interest arbitration, and factfinding. No constraints on availability.

CURRENT FEES:

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, lodging and meals at actual cost. Personal auto at IRS rate.  
Cancellation: One day short notice fee if hearing date is vacated with less than two weeks notice.