



# DISPUTE RESOLUTION PANEL

## MEMBER INFORMATION

Name	Steven G. Hoffmeyer
Current Profession	Mediator/Hearing Officer
Mailing Address	1596 Ninth Street, White Bear Lake, Minnesota 55110
Other Address	
Telephone	(651) 442-0833
Cell Phone	
Email	<a href="mailto:stevehoffmeyer@hotmail.com">stevehoffmeyer@hotmail.com</a>
Fax	(651) 304-1226
Website	
Information Updated	September 2016

### Experience as an Impartial in Labor Disputes (Number of Cases Handled)

As Grievance Arbitrator	11	As Interest Arbitrator	1
As Mediator	100s	As Fact-Finder	0

### Employment with Impartial Labor Relations Administrative Agencies

Organization	Minnesota Bureau of Mediation Services		
Position	Mediator	From / To	04/2002 – 10/2003
Organization	Minnesota Bureau of Mediation Services		
Position	Deputy Commissioner	From / To	10/2003 – 12/2008
Organization	Minnesota Bureau of Mediation Services		
Position	Commissioner	From / To	01/2009 – 01/2011

### Brief Description of Industries and Issues Dealt With

**Industries:** Education, Food, Government, Health Care, Hospital/Nursing Home, Office Workers/Clerical, Plumbing, Police and Fire, Printing and Publishing, Prison Guard, Restaurants, Transportation, Utilities. Federal, Public and Private sectors.

**Issues:** Affirmative Action, Absenteeism, Arbitrability, 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, 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 Threats.

**Other Qualifying Experience**

Firm or Organization	Hennepin County Labor Relations (MN)		
Position	Labor Relations Advocate		
Impartial/Advocacy?	Advocacy	From / To	1995 – 04/2002

**Educational Background**

B.A., Communications, Augsburg College (Minneapolis, Minnesota), 1978.

J.D., Hamline University School of Law (St. Paul, Minnesota), 1982.

National Judicial College 2002, Administrative Law: Fair Hearing.

Other:

- 2004 FMCS Becoming a Labor Arbitrator.
- Certification Minnesota District Court Mediation, 1989-2007.
- Complex Public Education Issues: FMCS-NAA, September 2011.

**Professional Certifications and Licenses**

Lawyer, State of Minnesota, Admitted to bar 1982.

Minnesota District Court Mediation Certificate, 1989.

**Membership in Professional Organizations**

American Bar Association and Subcommittee on State and Local Government

Collective Bargaining, Member since 1982.

Minnesota Bar Association, Member since 1982.

**Availability and Fees**

Availability: Grievance arbitration, Fact-finding.

Constraints on Time: None

Current Fees: \$1,200 per diem for hearing and for research and preparation of the opinion and award. A hearing day is any portion of a day up to 8 hours. Time for research and preparation is prorated.

Cancellation Fees: If scheduled hearing is postponed or cancelled with notice of less than 21 days, the per diem for each day of hearing shall be charged if another issue cannot be substituted.

Travel/Subsistence Charges: Pro-rata per diem up to 8 hours on non-hearing days.

Other Fees Charged: Actual cost of reasonable expenses are the obligations of both parties.