



# DISPUTE RESOLUTION PANEL

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## MEMBER INFORMATION

Name	Jeff J. Minckler
Current Profession	Arbitrator and Fact-finder
Mailing Address	20920 N 70 <sup>th</sup> Drive, Glendale, AZ 85308
Other Address	
Telephone	(310) 365-3090
Cell Phone	
Email	<a href="mailto:jeff@minckler.net">jeff@minckler.net</a> (Please use e-mail for all communications)
Website	<a href="http://www.minckler.net">www.minckler.net</a>
Information Updated	October 2020

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

As Grievance Arbitrator	51	As Interest Arbitrator	3
As Mediator	0	As Fact-Finder	7

### Employment with Impartial Labor Relations Administrative Agencies

None

### Brief Description of Industries and Issues Dealt With

**Industries:** Aerospace, airline, airport (operations, parking), ambulance, asphalt, carpentry, cemetery, chemical, clerical, communications, construction, corrections and detention (federal, state and regional prisons, jail), courier, education (K-12 and university, certified and classified), electrical (lineman, commercial), entertainment, fire (firefighting, EMT, paramedic), food (bakers, cooks, counter), law enforcement (federal, state police/highway patrol, sheriff, police, dispatch), legal, maritime, medical (nursing, laboratory, health care), metal, millwright, public works, railroad, road and bridge, security (private and public), solid waste (hauling, transfer stations, 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)

**Issues:** Alcohol and drugs (on and off-duty, reasonable suspicion, test manipulation), application falsification, arbitrability, assignments, bidding, classification and pay, contracting, crew size, discipline and discharge/termination, dishonesty, due process, evaluations, factfinding (advisory and binding), harassment and violence, hours of work, insubordination, insurance, jurisdictional disputes, 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, policy implementation, profanity, promotion and demotion, public speech, reduction in force, representation rights, safety, seniority, sleeping on duty, spoliation, training, wage/salary and benefit comparisons

**Other Qualifying Experience**

Firm or Organization	Private sector AFL-CIO locals	
Position	Representative and chief negotiator	
Impartial/Advocacy?	Advocacy (Labor)	From / To 1973 – 1974
Firm or Organization	State of Montana Labor Relations Bureau	
Position	Specialist, Bureau Chief & Governor’s Designee	
Impartial/Advocacy?	Advocacy (Management)	From / To 1974 – 1979
Firm or Organization	Montana Public Employees Association	
Position	Regional Manager and chief negotiator	
Impartial/Advocacy?	Advocacy (Labor)	From / To 1979 – 1982
Firm or Organization	Montana School Boards Association	
Position	Director of Labor Relations	
Impartial/Advocacy?	Advocacy (Management)	From / To 1982 – 1986
Firm or Organization	Private practice representation in the public and private sectors	
Position		
Impartial/Advocacy?	Advocacy (Labor & Mgmt.)	From / To 1986 – 2011

**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

**Professional Certifications and Licenses**

Registered with SAM, DUNS and Department of Defense CAGE

**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  
 Washington State Bar Association, ADR section

**Availability and Fees**

- Availability:
  - Grievance arbitration and Fact-finding
  - Prepared to conduct virtual hearings via videoconference platforms.
- Constraints on Time: None
- Current Fees: 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.
- Cancellation Fees: No short notice fee when a hearing is vacated more than 15 calendar days in advance; \$100 for each calendar day less.
- Travel/Subsistence Charges: Cost of lodging and transportation from the closer of Seattle or Spokane but actual cost of travel if a grievance is withdrawn prior to the issuing of a decision. No meal charges.
- Other Fees Charged: Time spent including travel, study and writing: Daily rate prorated in quarter-hour increments.