

**PROFESSIONAL RESUME OF JEFFREY W. JACOBS**  
**ARBITRATOR/MEDIATOR**

MEMBER OF THE NATIONAL ACADEMY OF ARBITRATORS

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**LABOR ARBITRATION AND MEDIATION PANELS:**

- Federal Mediation & Conciliation Service Labor Arbitration Panel, Region 3
- Federal Mediation & Conciliation Service Labor Arbitration Panel, Region 5,
- National Mediation Board
- State of Minnesota, Bureau of Mediation Services Labor Arbitration Panel,
- State of Montana, Board of Personnel Appeals, BOPA arbitration panel
- State of Oregon, Employment Relations Board, ERB, arbitration panel
- State of Washington, PERC arbitration panel, PERC Law enforcement grievance special panel
- American Arbitration Association Labor Panel, AAA Employment Arbitration and Mediation Panel
- Permanent panels: NTEU and IRS; NTEU and CBP, NALC and USPS; State of Minnesota & Middle Management Association; State of Minnesota and MAPE; City of St. Paul, MN & AFSCME Council 5; UFCW #789 & American Foods Group; XCEL Energy & IBEW 160; ALPA & Compass Airlines; ALPA and Endeavor Airlines; SEIU Healthcare Minnesota & Allina Health Systems for both grievances & election issues; UTU and Union Pacific RR. UMW and American Consolidate Natural Resources Coal Companies District 31. Union Construction Crafts Workers Compensation Program, arbitrating & mediating Minnesota workers compensation claims.

**PROFESSIONAL ASSOCIATIONS:**

- National Academy of Arbitrators
- Minn. State Bar Ass'n, Alternative Dispute Resolution Section

**LABOR AND EMPLOYMENT RELATED PUBLICATIONS AND SEMINARS**

- Montana BOPA conference 2008, 2012, 2014, 2018, 2019, past practice, discipline & discharge issues in labor arbitration, contract interpretation issues, evidence & advocacy techniques
- National Academy of Arbitrators Fall Education Conference 2014 – Social Media and Discipline Cases
- National Academy of Arbitrators – Grievance mediation in the airline industry – 2016
- “Statutory & Collective Bargaining Issues Affecting Workers Compensation;” MILE, June 1996.
- Public Sector Labor & Employment Law Institute, Discipline & Discharge Cases, Drug & Alcohol Offenses, MILE, October 1997, October 1999.
- Public Sector Labor & Employment Law Institute, MN CLE, 2005, 2006, 2007, 2008, 2009, 2012, 2013 and 2014 – Grievance arbitration issues, past practice, discipline & discharge issues, subcontracting, evidentiary issues & advocacy techniques
- Labor and Employment Law Certification preparation seminar – arbitration issues – 2012, 2013, 2014
- SPIDR Spring 1999 Conference, “Cutting Edge Issues in Labor Arbitration,” Minnesota SPIDR
- Labor Arbitration Institute, Minneapolis 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 2018 2019, 2021 - Advanced Arbitration issues, contract interpretation, discipline & discharge, past practice, advocacy, evidentiary & credibility issues, insubordination, theft and other serious offenses, contract interpretation and past practice, off-duty misconduct issues, procedural objections issues, Evaluating your case – Settle or Arbitrate?
- Iowa PERB conference 2009; 2015 discipline and discharge issues; advocacy techniques that work

- Wisconsin WERC, seminar, 2009, Interest arbitration issues
  - University of Kent Chicago, interest arbitration in Minnesota, Iowa & Wisconsin, 2008. 2010 Midwest National Academy of Arbitrators Conference – Do Arbitrators Really Use the 7 Tests of Discipline?
  - FMCS Annual Conference, Washington DC, June 2008, Evidence & Advocacy techniques
  - Labor Arbitration Institute, Cleveland, 2006, 2018, Advocacy Techniques; Past Practice, Discipline/Discharge issues
  - Labor Arbitration Institute, Chicago, Ill, 2005, 2007, 2010, 2018, past practice, contract interpretation issues, theft & dishonesty issues in terminations
  - Labor Arbitration Institute – Philadelphia 2018 – Advocacy training; computer misuse, defenses to discipline matters, Law enforcement issues in arbitration
  - Labor Arbitration Institute – Seattle 2018, 2021 – Evidence and Marijuana issues
  - Labor Arbitration Institute, Miami FL, 2009, Insubordination
  - Labor Arbitration Institute, Baltimore, 2007, Past Practice, Job Performance issues
  - Labor Arbitration Institute, St. Louis, 2010, 2012; 2013, 2014, 2015 Procedural Due Process & Objections; Past Practice issues, Insubordination
  - Labor Arbitration institute – Los Angeles & Oakland CA – 2014, 2020 marijuana; Rules of Evidence
  - Labor Arbitration Institute Las Vegas, 2010, 2012, 2013, 2015, 2016, 2017 & 2018. Topics covered: Procedural Objections & Issues in Arbitration, 12 Ways to Persuade an Arbitrator, Discipline for Job Performance issues, Management rights, Evaluating Your Case – Settle or Arbitrate, Computer Misuse and Social media issues in arbitration; defenses to discipline/discharge cases, Advocacy techniques
  - Labor Arbitration Institute – Berkeley, CA, 2011 - procedural issues in Arbitration, Off-duty misconduct, discipline for poor job performance
  - Greater Midwest Employment Law Seminar, MN CLE, May 2007, 2008, 2009, 2012, 2013, 2019 Advanced Discipline & Discharge issues, Advocacy that Works; Procedural arbitrability issues
  - NPELRA, conferences – San Diego 2011; Orlando FL. 2012; San Antonio 2013; Phoenix, AZ 2014; Savannah, GA 2015; Memphis TN. 2016, Charleston SC 2018; Scottsdale AZ 2019. Many topics including, Top Ways to Persuade Your Arbitrator; due process issues; discipline discharge issues, contract interpretation and past practice; Settle or Arbitrate? How the arbitrator rules – Advanced arb.
  - MPELRA conference 2006, 2010 2011 2019 interest cases & cutting-edge issues of discipline & discharge, Top Ways to Persuade an Arbitrator – Advocacy Techniques
  - Several online Webinars on labor relations topics through American Arbitration Association, AAA, and National Public Employer Labor Relations Ass’n., NPELRA
- “Understanding Minnesota's Veterans Preference Act,” Minnesota Trial Lawyer, October 1987
- “Minnesota's Veteran's Preference Act,” Minnesota Peace & Police Officer’s Journal, December 1993.

**EDUCATION:** J.D. University of Minnesota 1980. B.A. University of Minnesota 1977.

**TRAVEL EXPENSE POLICY:** Expenses are billed as incurred from Minneapolis MN.

**HEARING PROCEDURES:** Available for in person or virtual hearings.

**PUBLISHED DECISIONS AND REFERENCES AVAILABLE UPON REQUEST**