

## **JARED D. SIMMER**

**Email:** [JSIMMER@ACBA.ORG](mailto:JSIMMER@ACBA.ORG)

**Present Occupation:** Full-time arbitration and mediation practice.

### **Mailing Address**

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### **PROFESSIONAL STATEMENT**

Full-time neutral's practice since 1990. Serve on numerous private and public-sector arbitration and mediation panels. Speak at various state and national ER/LR association conferences. Held bargaining unit positions in the steel and baking industries. Managed labor relations for the largest private employer in North Carolina (1,100 bargaining unit employees). For many years taught negotiation coursework as an Adjunct Professor at Carnegie Mellon University's graduate school of public policy. Past chair of the Allegheny County (PA) Bar Association Alternative Dispute Resolution Committee and serve on the Bar's Labor/Employment Law Section Council. Conduct both in-person and remote (video-capable) hearings. Will issue expedited awards upon request.

### **PROFESSIONAL AFFILIATIONS**

American Arbitration Association

Allegheny County Bar Association

The Labor and Employment Relations Association (LERA)

### **EDUCATION**

Ed.D. Education Duquesne University 2013

MLIR Labor And Industrial Relations Michigan State University 1982 JD

Law T.M. Cooley Law School 1979

BA Psychology Calvin College 1975

### **CERTIFICATIONS**

Attorney

Video Arbitration Capable In

Person Ready

SPHR (Senior Professional in Human Resources) - HRCI (The Human Resources Certification Institute) 1999

### **ARBITRATION/LABOR RELATIONS EXPERIENCE**

Duke University/Duke Medical Center - Manager of Labor Relations, 1982 - 1989

Armco Steel (Now AK Steel) - Laborer - member of the Butler Independent Steelworkers local, 1973 - 1974

Butternut Bakery - Bakery Assistant - member of the UFCW local, 1972 - 1972

### **INDUSTRIES**

Aerospace, Aluminum, Automotive, Bakery, Banking, Beverage, Broadcasting, Building products, Chemicals, Coal, Communications, Construction, Education, Electrical Equipment/Appliances, Electronics, Entertainment/arts, Feed & fertilizer, Food manu/proc/service, Foundry, Glass/pottery, Health care, Hospital/nursing home, Hotels/motels/casinos/resorts, Iron, Lumber, Machinery, Maritime, Meat

packing, Metal fabrication, Mining, Nuclear energy, Office workers/clerical, Organizations, Packaging, Paint & varnish, Petroleum/petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police & Fire, Printing & publishing, Prison guard, Public sector grievance, Public sector interest, Pulp & paper, Railroads, Real estate, Refrigeration/HVAC, Restaurants, Retail stores, Rubber/tire, Shipbuilding/dry- dock, Steel, Stone/quarry, Textile, Tobacco, Transportation, Trucking & storage, Utilities, Warehousing

### **ISSUES**

Absenteeism, Affirmative action, Age, Arbitrability, Bargaining unit work, Bonus fringe benefits, Conduct (off-duty/ personal), Cost-of-living pay, Demotion, Disability, Discipline (discharge), Discipline (non-discharge), Discrimination, Drug/alcohol offenses, Fact finding, Fringe benefits, Gender, Grievance mediation, Health/hospitalization, Hiring practices, Holiday pay, Holidays, Incentive pay, Insurance, Job classification & rates, Job performance, Job posting/bidding, Jurisdictional dispute, Layoffs/bumping/recall, Leave, Management rights, Merit pay, National origin, Official time, Other (please specify), Overtime Pay, Past practices, Pension and welfare plans, Pension claim (fed. statute), Promotion, Race, Religion, Retirement, Safety/health conditions, Seniority, Severance pay, Sexual harassment, Strikes/lockouts/work stoppages/slowdowns, Subcontracting/contracting out, Tenure/reappointment, Union security, Vacation, Vacation pay, Violence or threats, Wages, Work Hours/Schedules/Assignments, Working conditions/work orders

### **PERMANENT PANELS**

Cuyahoga County (Cleveland, OH) Sheriff's Department/OPBA; Freeport-McMoran Copper & Gold arbitration panel

### **ARBITRATION ROSTERS**

FMCS Labor; AAA Commercial; AAA Employment; AAA Labor; AAA Large and Complex Cases; AAA Consumer; AAA Expedited; Cuyahoga County (Cleveland, OH) Sheriff's Department/OPBA; Florida Department of Labor Special Master; National Health Law Association Arbitration and Mediation panels; National Mediation Board - Railroad; Ohio Public Employee Relations Board; PA Bureau of Mediation; PA Department of Labor; U.S. Federal District Court for the Western Dist. of PA; U.S. Virgin Islands Department of Labor

### **RATES/POLICIES**

Per Diem: \$1,900.00

Case-related non-hearing time billed pro rata. One per diem for cancellations within 45 days of reserved hearing date(s); per diem for number of hearing dates reserved for cancellations within 30 days. Travel time billed at half the pro rata per diem rate, but no charge for travel time if travel and hearing time on the same day total less than 8 hours. Arbitrator reserves the right to interim bill the parties prior to the issuance of the final award.

Cancellation: Absent substitution on the same date(s), if a hearing is cancelled within thirty (30) calendar days of a scheduled hearing date, parties will incur a per diem charge for each scheduled hearing day.