

UPDATED BIO, 3-24-04
JARED D. SIMMER, ESQ., MLIR, SPHR

Present Occupation: Arbitrator/Mediator

First Business Address:

P.O. Drawer 397
Ingomar, PA 15127-9998
Phone: (412) 367-7993
Fax: (412) 367-2819

Second Business Address:

365 Pineview Drive
Howland, OH 44484
(724) 575-0898
Fax: (412) 367-2819

Email: jsimmer@acba.org

PROFESSIONAL AFFILIATIONS:

American Arbitration Association
Allegheny County Bar Association
University of Pittsburgh Center on Conflict
Resolution and Negotiation

Three Rivers Area Labor-Management Committee
Industrial Relations Research Association

EDUCATION:

M.L.I.R. Labor and Industrial Relations
J.D. Law
B.A. Psychology

Michigan State University, 1982
T.M. Cooley Law School, 1979
Calvin College, 1975

CERTIFICATION:

Law
Senior Professional in Human Resources
Arbitrator/Mediator
Redress Mediator
Employment Mediator
Securities Arbitrator

PA, NC, FL, MI, Fed Dist. Ct, 3rd Circuit, U.S. Supreme
Human Resources Certification Institute
United States Arbitration & Mediation, Inc.
United States Postal Service
United States EEOC
National Association of Securities Dealers

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1993-Present: Arbitrate and mediate labor, employment, commercial and construction cases for the A.A.A., the U.S. Postal Service, the American Health Lawyers Association, among others. **1989-1993:** Director, United States Arbitration & Mediation, Inc. where arbitrated and mediated and trained new neutrals. **1982-1989:** Manager of Labor Relations, Duke University/Medical Center, with responsibility for managing two large labor locals, contract negotiations, grievance administration and arbitration representation. **1979-1982:** Assistant Director of Regulatory Affairs, Michigan Department of Commerce, Utility Division. **1973-1975:** laborer at Armco Steel (now AK Steel) and a member of the Butler, PA Independent Steel Workers of America local. **1971:** laborer at Butternut Bakery and a member of the United Food and Commercial Workers. Teach labor & employment law, labor relations, negotiations and conflict management at both the undergraduate and graduate levels. Currently serve on the Board of Directors of the University of Pittsburgh's Katz Graduate School of Business' Center on Conflict Resolution and Negotiation.

INDUSTRIES:

Steel, automotive, bakery, education, building products, chemicals, construction, education, electronics, entertainment/arts, food, furniture, glass/pottery, healthcare, professional services, hospitals/healthcare/long-term care, metal fabricating, maritime, glass, mining, nuclear energy, office workers/clericals, pharmaceuticals, plastics, trades, police/fire, printing/publishing, corrections, pulp/paper, real estate, refrigeration/hvac, restaurants, government sector, high tech, retail stores, machine shops, stone/quarry/mining, textile, hospitality industry, transportation, trucking, utilities, et al.

ISSUES:

Affirmative action, absenteeism, arbitrability, bargaining unit work, conduct, demotion, discipline (discharge/non-discharge), discrimination (age/disability/race/sex/religion/national origin/pregnancy), drug/alcohol, fringe benefits (bonus/holidays/insurance/leave/vacation), grievance mediation, health/hospitalization, hiring practices, job

performance, job posting/bidding, jurisdictional dispute, layoff/bumping/recall, management rights, official time, past practices, pension and welfare plans, pension claims, promotion, retirement, safety/health, 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 classifications & rates of pay/merit pay/overtime pay/severance pay/vacation pay), work hours/schedules/assignments, working conditions, work orders, violence or threats, dissolution of practice partnerships, severance pay, fitness for work, staff privileges, tenure, job abandonment, alcohol/drug addiction, falsification of records, unlawful surveillance, favoritism, et al.

ARBITRATION ROSTERS:

Labor: AAA; Pennsylvania Labor Relations Board, Pennsylvania Bureau of Mediation, Employee Relations Board of the U.S. Virgin Islands; Ohio State Employee Relations Board; Kentucky Employee Relations Board; National Mediation Board.

Non-Labor: AAA commercial/employment/construction; Technical Assistance Service for Attorneys; National Arbitration Forums; New York Stock Exchange; American Health Lawyers; U.S. Federal District Court; U.S. Bankruptcy Court; PA Court of Common Pleas;

SIGNIFICANT PUBLICATIONS:

"A Primer for Using Alternative Dispute Resolution in Resolving Business Disputes" (Dynamic Business, July/August 1997); *"Using ADR to Inoculate Against America's Litigation Epidemic"* (The Bulletin, May 2, 2000); *"The Consequences of Organizational Conflict"* (Dynamic Business, April 2003); *"Litigation Management"* (Pittsburgh Business Times, April 2004).

FEES:

PER DIEM FEE:

Labor Arbitration: \$875 per diem.

Labor Mediation: \$1250 per diem.

Time in excess of 10-hour day and out-of-hearing-related case time billed pro rata.

Arbitration/Mediation Cancellation Policy: Absent substitution on same day(s), cancellations within 30 calendar days of scheduled date(s) charged per diem for each day scheduled, plus non-refundable expenses. Postponement charges at the Arbitrator's discretion.

Travel Time: Billed pro rata (however, there is no travel time charged in the event total of travel and hearing time on the same day does not exceed 10 hours).

Expenses: Reimbursement of case-related expenses (e.g., airfare, tolls, lodging, car rental, parking and meal expenses). Automobile mileage charged at applicable IRS expense rate.

**Detailed fee schedule will be forwarded
to the parties immediately upon selection.**