

## JACALYN J. ZIMMERMAN

**Email:** [jacalynzimmerman@gmail.com](mailto:jacalynzimmerman@gmail.com)

**Present Occupation:** Arbitrator and Mediator, 1997-present (I suspended my practice from 2009 to August 2012 to accept a gubernatorial appointment as Chairman of the Illinois Labor Relations Board)

### **Business Address:**

Post Office Box 549

Lake Bluff, Illinois 60044-0549

Phone: (847) 571-5623

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### **PREVIOUS EMPLOYMENT:**

**Chairman**, Illinois Labor Relations Board, 2009—August 2012. Appointed by Governor Quinn to head the neutral State of Illinois agency charged with administering the State of Illinois public sector collective bargaining law. Chaired the five-member panel which decided representation, unfair labor practice, strike investigation and collective bargaining disputes for State employment and non-education sector municipal employment, including municipalities within Cook County, except for City of Chicago and Cook County employment. Chaired the three member panel which decided representation, unfair labor practice, strike investigation and collective bargaining disputes for the City of Chicago and Cook County. Served as the chief administrator of the agency, with responsibility for arbitration, mediation, personnel and fiscal operations. Also served as the agency's first **General Counsel**, 1984-2006, with primary responsibility for providing the Board legal advice with respect to all case deliberations; represented the Board in court proceedings; conducted staff training; made presentations to union and employer groups and conducted educational seminars. **Trial attorney**, National Labor Relations Board, Region 13 (Chicago), 1977-1984; **Adjunct professor of law**, IIT/Chicago-Kent College of Law, 1985-1995. Taught labor relations law and specialized legal writing courses.

### **PROFESSIONAL AFFILIATIONS:**

Fellow of the College of Labor and Employment Lawyers

Co-Chair of the American Bar Association Committee on State and Local Government Collective Bargaining and Employment Law (2002-2007)

President of the Association of Labor Relations Agencies (1996-97); Executive Board member (1993-97); coordinator and faculty member for ALRAcademy, training program for new members of labor relations boards and commissions in the United States and Canada (1998-present)

Member of the ABA Committee on Railway and Airline Labor Law

Member of the National Association of Railroad Referees

Member of the Advisory Board, IIT/Chicago-Kent College of Law annual Illinois Public Sector Labor Relations Conference (1985-present)

### **EDUCATION:**

JD Law                      Loyola University of Chicago

BS Communications      University of Illinois - Urbana

### **CERTIFICATIONS:**

Law – Illinois and California; CEDR (Employment Mediation) – Illinois – 1994

**INDUSTRIES:**

Education; Food Service/Processing; Gaming; General Municipal; Health Care; Manufacturing; Office Workers/Clerical; Organizations; Police and Fire; Postal Service; Prison Guards; Railroads; Service Industries; State Government; Transportation; Utilities; Warehousing; Waste Management

**ISSUES:**

Alcohol and substance abuse; appropriate bargaining unit; arbitrability; bargaining unit work; discipline and discharge; discrimination; drug/alcohol abuse; duty to bargain; duty of fair representation; duty to provide information; fringe benefits; impact of technological changes; insurance; interference with protected activity; jurisdictional disputes; layoff and recall; management rights; medical disqualification; off-duty misconduct; promotions/bidding; schedules; seniority; union security; wages; work quotas; work rules; work stoppages.

**ARBITRATION ROSTERS:**

National Mediation Board  
Wisconsin Employment Relations Commission  
(pending reactivation)

Federal Mediation and Conciliation Service  
Phoenix Employment Relations Board  
(pending reactivation)

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**FEES**

**Per Diem:** \$1,200.00

**Cancellation Fee:** One day's per diem for every case cancelled or postponed within 14 days of the scheduled hearing date, plus any actual expenses incurred.