

Email: jacalynzimmerman@gmail.com

Present Occupation: Arbitrator and Mediator

Business Address:

Post Office Box 549

Lake Bluff, Illinois 60044-0549

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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators (Regional Chair)

Fellow, College of Labor and Employment Lawyers

National Association of Railroad Referees (Vice President)

ABA Committee on State and Local Government Collective Bargaining and Employment Law (Neutral Co-Chair, 2002-2007)

ABA Committee on Railway and Airline Labor Law

Association of Labor Relations Agencies (President, 1996-1997)

Advisory Board, IIT/Chicago-Kent College of Law annual Illinois Public Sector Labor Relations Conference

EDUCATION:

JD Law Loyola University of Chicago

BS Communications University of Illinois (Urbana-Champaign)

CERTIFICATIONS:

Law – Illinois and California

CEDR (Employment Mediation) – Illinois – 1994

PREVIOUS EMPLOYMENT:

Chairman, Illinois Labor Relations Board, 2009-2012, and founding **General Counsel**, 1984-2006, of agency which administers the State of Illinois public sector collective bargaining law; **Trial attorney**, National Labor Relations Board, Region 13 (Chicago); **Adjunct professor of law**, IIT/Chicago-Kent College of Law

INDUSTRIES:

Airlines; Education; Federal Government; Food Service/Processing; Gaming; General County and Municipal Government; 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; bargaining unit work; discipline and discharge; discrimination; duty to bargain; duty of fair representation; duty to provide information; duty of fair representation; fringe benefits; impact of technological changes; insurance; interference with protected rights; jurisdictional disputes; just cause; layoff and recall; management rights; medical disqualification; promotions/bidding; seniority; transfers; wages; work rules; work quotas

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service
Phoenix Employment Relations Board

National Mediation Board
Wisconsin Employment Relations Commission

PERMANENT PANELS:

City of Chicago

AFSCME (discharge, regular and expedited)
Chicago Fire Fighters Union, Local #2
Fraternal Order of Policy, Lodge #7 (regular and binding summary opinion)
Service Employees International Union, Local 73 (regular and expedited)
Coalition of Unionized Public Employees
Other unions on case by case basis

City of East St. Louis, Illinois and Illinois Fraternal Police Labor Council (sole umpire)

County of Cook (includes Cook County Sheriff)

AFSCME (regular and expedited)
Illinois Fraternal Order of Police Labor Council (regular and expedited)
Service Employees International Union, Local 73 (regular and expedited)
Other unions on case-by-case basis

United Airlines and Association of Flight Attendants (grievance mediation)

Burlington Northern Santa Fe and SMART

Canadian National and Brotherhood of Locomotive Engineers

Canadian National and SMART

METRA and Firemen & Oilers

FEE POLICY:**PER DIEM**

\$1350 for grievance arbitration, grievance and interest mediation, interest arbitration and fact-finding.

CANCELLATION FEE

A cancellation fee of one day's per diem will be charged for each day of hearing cancelled or postponed within 14 days of the hearing date. Actual expenses incurred pursuant to the parties' agreement, such as nonrefundable airline tickets, are also payable. For calculation of the cancellation period, a case scheduled, for example, on a Friday must be canceled by the end of the business day on the Thursday two weeks before to avoid the fee.

TRAVEL AND MILEAGE

Travel time and mileage will be calculated from Lake Bluff, Illinois. There will be no charge for travel time, mileage or other travel expenses within the Chicago metropolitan area. Mileage outside the Chicago metropolitan area will be charged at the IRS rate. Outside the Chicago metropolitan area, travel time and actual costs, such as airfare, taxis, and lodging, will also be charged.