

JACALYN J. ZIMMERMAN

Email: jacalynzimmerman@gmail.com

Present Occupation: Arbitrator and Mediator (1997-present; practice suspended October 2009—August 2012 to serve as Chairman of Illinois Labor Relations Board)

Business Address:

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Lake Bluff, Illinois 60044-0549
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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators (Regional Chair)

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 (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 (Champaign-Urbana)

CERTIFICATIONS:

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

PREVIOUS EMPLOYMENT:

General Counsel, Illinois Labor Relations Board. Founding Chief Counsel to the agency administering the State of Illinois public sector collective bargaining law. Advised the Board and drafted decisions in unfair labor practice and representation cases, including collective bargaining disputes; represented the Board in court proceedings; conducted staff training; made presentations to union and employer groups and educational seminars; **Trial attorney**, National Labor Relations Board, Region 13 (Chicago); **Adjunct professor of law**, IIT/Chicago-Kent College of Law, 1985-1995.

INDUSTRIES:

Airlines; Education; Federal Government; Food Service/Processing; Gaming; General County and Municipal Government; Health Care; Manufacturing; Office Workers/Clerical; Organizations; 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; 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
Illinois State Board of Education
Phoenix Employment Relations Board

Illinois Labor Relations Board
National Mediation Board
Wisconsin Employment Relations Commission

PERMANENT PANELS:

City of Chicago

- AFSCME (discharge, regular and expedited)
- Fraternal Order of Police, 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 since 2013)

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)

FEE POLICY:

PER DIEM

\$1500 for grievance arbitration; \$1750 for 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 30 days of the hearing date. Actual expenses incurred pursuant to the parties' agreement, such as nonrefundable airline tickets, are also payable.

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.