

WISCONSIN EMPLOYMENT RELATIONS COMMISSION  
ARBITRATOR'S BIOGRAPHICAL SKETCH

**NAME:** Jacalyn Zimmerman

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**EDUCATION:**

JD Law -- Loyola University of Chicago

BS Communications -- University of Illinois - Urbana

**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)

**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; drafted decisions; 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; member of Seventh Circuit Credentials Committee for evaluation of Fellow nominees
- 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 (1993-1997); 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).

**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:**

Federal Mediation and Conciliation Service  
Illinois Labor Relations Board  
Illinois State Board of Education  
National Mediation Board  
Wisconsin Employment Relations Commission

**FEE AND EXPENSE PRACTICE:**

Per diem: \$1,350  
Actual expenses  
Mileage within the State of Wisconsin at the IRS rate  
Cancellation Fee - One days per diem for cancellations/postponement with less than 14-days advance notice.

NOTE: The arbitrator shall not charge any fee other than the above stated fees.