

WISCONSIN EMPLOYMENT RELATIONS COMMISSION
ARBITRATOR'S BIOGRAPHICAL SKETCH

NAME: Steven G. Hoffmeyer, Arbitrator

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PROFESSIONAL AFFILIATIONS:

American Bar Association, Minnesota Bar Association, ABA Committee on State and Local Government Collective Bargaining, Society of Federal Labor & Employee Relations Professionals, National Association of Railroad Referees

EDUCATION:

B.A. Augsburg College, Minneapolis, MN; J.D. Hamline University, St. Paul, MN; *Administrative Law: Fair Hearing*, The National Judicial College October 2002; *Becoming a Labor Arbitrator*, FMCS April 2004

CERTIFICATIONS:

Minnesota District Court Mediation Certificate, 1989

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Private law practice 1983 to 1985; Minnesota Human Rights Enforcement Officer II and Mediator 1985 to 1991; Senior Human Resources Representative, EEO Specialist and Supervisor, Hennepin County, Minnesota, 1991 to 1995 (member of Minnesota Association of Professional Employees and participated in Meet and Confer activities); Labor Relations Advocate (responsible for contract administration, bargaining and grievance activity for largest county in Minnesota), Hennepin County, Minnesota, 1995 to 2002; Mediator and Hearing Officer (conducting representation hearings, contract and grievance mediation, training and labor management committee facilitation), Minnesota Bureau of Mediation Services, 2002 to October 2003; Deputy Commissioner, Minnesota Bureau of Mediation Services, October 2003 to December 2008; Commissioner, Minnesota Bureau of Mediation Services, January 2009 to 2011; Mediator/Hearing Officer Minnesota Bureau of Mediation Services 2011 to September 2016; and instructor on employment law with University of Phoenix 2005 to present.

INDUSTRIES:

Education, Food, Government, Health Care, Hospital/Nursing Home, Office Workers/Clerical, Plumbing, Police and Fire, Printing and Publishing, Prison Guard, Restaurants, Trades, Transportation, Utilities. Federal, Public and Private sectors.

ISSUES:

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, 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 Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service	District of Columbia PERB
Iowa Public Employee Relations Board	Wisconsin ERC
Montana Board of Personnel Appeals	National Mediation Board
Michigan Employment Relations Commission	U.S. Virgin Islands PERB
Washington Public Employment Relations Commission	California SMCS
Illinois Educational Labor Relations Board	
Registered in Central Contractor Registration (D&B DUNS) and SAMS	

Permanent Panel:

National Archives and Record Administration and American Federation of Government Employees

Published Awards: MKM Machine Tool Co., 123 LA769 (Hoffmeyer, 2007) and cited in Contra Costa Water District and Stationery Engineers Local 39 (Marr, 2007) cited as 2007 NAC 124, and cited in 187 LRR 550 (2010 and Walt Disney World, 127 LA 353 (Abrams 2010).

FEES:

PER DIEM FEE: \$1200 DOCKETING FEE: n/a CANCELLATION FEE: (See Below)

Grievance Arbitration: The fee is \$1200 per diem for hearing and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated.

Cancellation Policy: If scheduled hearing is postponed or cancelled with notice of less than twenty-one (21) days, the per diem for each day of hearing shall be charged if another issue cannot be substituted.

Interest Arbitration, Fact-finding and Labor Mediation: Arbitrator charges \$1200 per day for up to eight hours. Time for research and preparation is prorated.

Travel Time: Arbitrator charges per diem for any portion of a travel day up to eight hours on non-hearing days. Fee is prorated.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, train, car rental, food and lodging. Fees and expenses are the obligations of both parties. The bill may be divided for the convenience of the parties, but such division does not release the parties' joint obligation for the entire bill.

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