

WISCONSIN EMPLOYMENT RELATIONS COMMISSION
ARBITRATOR'S BIOGRAPHICAL SKETCH

NAME: STEVEN G. HOFFMEYER

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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; Complex Public Education Issues:
FMCS-NAA September 16, 2011

PROFESSIONAL AFFILIATIONS:

American Bar Association, Minnesota Bar Association, the American Bar Association
State and Local Government Collective Bargaining Subcommittee

OCCUPATION: Minnesota Bureau of Mediation Services, Arbitrator and Instructor

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service California State Mediation and
Iowa Public Employee Relations Board Conciliation Service
Montana Board of Personnel Appeals District of Columbia PERB
Michigan Employment Relations Commission Illinois Educational Labor Relations
Washington Public Employment Relations Commission National Mediation Board

PERMANENT PANELS:

AFGE/National Archives and Records Administration
U.S. Virgin Island Public Employee Relations Board

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 and 2012 to present; Commissioner, Minnesota Bureau of Mediation Services, January 2009 to 2011, Pacesetter Award from MPELRA; and instructor on employment law with University of Phoenix 2005 to present, faculty chair since 2009, awarded Distinguished Faculty Award December 2010.

PUBLISHED AWARDS:

MKM Machine Tool Co., 123 LA 769 (Hoffmeyer, 2007) and cited in Contra Costa Water District and Stationary 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).

INDUSTRIES:

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

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.

FEES AND EXPENSE PRACTICE:

PER DIEM FEE: \$900

DOCKETING FEE: n/a

CANCELLATION FEE: (See Below)

Grievance and Interest Arbitration, Fact-Finding and Mediation: The fee is \$900 per diem.

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.

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 mileage, 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.

2/2012