

JAMES (JIM) A. LAUMEYER

MBA, SPHR

1722 Morningside Ave. • Duluth, MN 55803 • jim@laumeyerhr.com • jlaumeye@smumn.edu
218.348.7908 (cell) • 218.525.2734

Occupation: Arbitrator, Human Resources & Labor Relations Instructor—Over 30 years of labor relations experience as an advocate and internet instructor/trainer on topics including (but not limited to) veteran's hearings, interest arbitration, healthcare, work rules, grievance handling, arbitration advocacy and contract negotiation (as labor and management advocate), labor/management committees, training, union organizing, classification and compensation in both public and private sectors.

Labor Relations & Professional Experience:

- Founder, President and Chief Negotiator for the Middle Management Association for Public Sector Supervisors in the State of Minnesota, which became a model for supervisory unions
- Provided bi-party collective bargaining training for bargaining teams
- Provided Labor Management training for various organizations
- Mentored by John Flagler, Mario Bognanno, John Boyer and Christine Ver Ploeg—involved in numerous cases in diverse industries
- Experience in Interest Arbitration and Grievance Arbitration in private and public sectors
- Served as Neutral Chairman, St. Louis County Grievance Board—1991-2006
- Chair, Society for Human Resource Management's (SHRM) national committee on Employee & Labor Relations (ELRC)—1998-2000
- Former member of National Education Association (University of Minnesota- Duluth)

PROFESSIONAL EMPLOYMENT

- **ADJUNCT INSTRUCTOR FOR LABOR RELATIONS (1978-PRESENT)**—*University of Minnesota Duluth – Duluth, MN, College of St. Scholastica – Duluth, MN, St. Mary's University – Minnesota*
- **DIRECTOR OF HUMAN RESOURCES (2008)**—*Douglas County – Wisconsin*
- **HUMAN RESOURCE MANAGER (2007)**—*SAPPI Fine Paper – Cloquet, MN*
- **DIRECTOR OF ADMINISTRATION – EMPLOYEE & LABOR NEGOTIATIONS (1972-2006)**—*Minnesota Department of Transportation – NE Minnesota*

EDUCATION & TRAINING

Master of Business Administration (MBA) – University of Minnesota Duluth (UMD)

Emphasis: Employee & Labor Relations

Bachelor of Arts (BA) – Macalester College in St. Paul, MN

Major: Economics

SELECTED PUBLICATIONS

- **"The Future of Unions,"** *Visions of the Future: HR Strategies for the New Millennium*, 2000, pages 73-83
Society for Human Resource Management
- **"Are You Safe by Accident,"** *SHRM whitepaper*, 2004, Society for Human Resource Management

Per Deim Fee: \$900 per day for the hearing, research and writing of the award.

Cancellation Fee: No fee if the notice of cancellation is more than 21 days prior to the scheduled hearing. Thereafter, the fee will be \$900. Cancellation fee will not be assessed if hearing is rescheduled during the 21-day period and conducted at a later date.