

# JAMES (JIM) A. LAUMEYER

MBA, SPHR

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**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)

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## PROFESSIONAL EMPLOYMENT

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- **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*
- **DIRECTOR OF ADMINISTRATION – EMPLOYEE & LABOR NEGOTIATIONS (1972-2006)**—*Minnesota Department of Transportation – NE Minnesota*

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## EDUCATION & TRAINING

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**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*

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## SELECTED PUBLICATIONS

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- “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

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**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.

7/18/2016