

**Bureau of Employment Relations**  
**MERC PANEL MEMBER BIOGRAPHY**

Krueger, Dennis A.

**Business:** Krueger Consulting, LLC  
1108 Sixth St  
West Des Moines, IA 50265-2600  
515-224-7547

**Experience:**

Experience: Arbitration and Labor Relations: 2005-Present: Interest and Grievance Arbitrator and Fact-finder. Issued neutral decisions for labor and employment cases for Iowa Public Employment Relations Board. (See industries and issues listed below.) 2003-2005: Established Krueger Consulting, LLC to provide conflict resolution training focused on intergenerational differences. 1998-2003: Served as Training Specialist for the Iowa State Education Association with training responsibilities for staff and members regarding contract negotiations, mediation, fact-finding, and interest arbitrations, grievances, arbitrations, and leadership development. 1978-1998: Served as Labor Relations Specialist (UniServ Director) for the Iowa State Education Association. Duties over 20 years included negotiating hundreds of contracts; advocating in fact-finding and interest arbitration cases, processing and advocating at grievance arbitration and termination hearings. 1990-2003: Served as member of the National Staff Organization Executive Committee with responsibilities including chairing the national bargaining, research, and pension committees. Cases have involved the following industries: City, county, state agencies; custodial; education; health care; hospital and nursing home; office workers; police; fire; teaching; professional; associate. Cases have dealt with issues such as arbitrability; bargaining unit work; conduct (off-duty) personal; discipline (non-discharge); discipline (discharge); holiday pay; layoffs; bumping; recall; race discrimination; sex discrimination; drug/alcohol offenses; job performance; overtime pay; past practices; and seniority.

**Education:**

MS Adult Education (Leadership and Performance Improvement) Drake University, 2003  
BS Distributed Studies (Mathematics, Physics, and Education) Iowa State University, 1970

**Advocacy:**

Since 2005 and my appointment to the Iowa PERB, I have not advocated for either management or union. My advocacy prior to 2005 is described above in experience paragraph.

**Professional Organizations:**

Member of Association for Conflict Resolution  
Currently listed on the following rosters:  
Federal Mediation and Conciliation Service,  
Michigan Employment Relations Commission,  
Iowa Public Employment Relations Board

**Charges:**

PER DIEM FEE: \$800; CANCELLATION FEE: (See below.)  
Grievance Arbitration: The fee is \$800 per day 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 of written decision is prorated.

Cancellation Policy: If the scheduled hearing is postponed or cancelled within notice of less than 21 days, the per diem fee shall be charged for each day scheduled. Any non-refundable airline ticket costs or fees will be billed to the parties at actual cost. If the scheduled hearing is postponed or cancelled with notice prior to 21 days, the fee of \$200 shall be charged for each day scheduled.

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**OTHER:**

Travel Time: No charge for travel time unless second day or longer during business hours. Fee is prorated for actual travel time at \$100 per hour.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, and lodging. Copying, postage, and overnight charges are billed. Personal automobile mileage is charged at the applicable IRS expense rate. Arbitrator does not charge for clerical services.