

**Stephan R. Budzina**  
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### **Summary**

**More than forty-one years experience as a labor relations practitioner. Nine of those years as a labor union representative and thirty-two years representing management in labor relations. Served in the Armed Forces during the Vietnam Era.**

### **Experience**

**Assistant Vice President – Labor Relations OPS – March 2008 – February 2012  
(Retired)**

**Supervised Norfolk Southern OPS Labor Relations Department that negotiates, interprets, and administers labor agreements for all OPS crafts including Yardmasters. Oversaw the Department's payroll audit function, in order to assure proper application of the labor agreements as they relate to compensation.**

**Represented and assisted Vice President Labor Relations during the 2009 – 2012 round of national bargaining with UTU.**

**Director Labor Relations – February 2000 – February 2008**

**Supervised Operating Craft labor relations group that negotiates, interprets, and administers labor agreements for all operating craft employees on Norfolk Southern and its subsidiaries. Assisted in developing a basic and an advanced Discipline Training Class for officers and directing a team in presenting the classes to officers. Served as a Carrier Member on various NMB Public Law Boards.**

**Assistant Director – June 1988 – January 2000**

**Administered labor agreements for Norfolk Southern or one of its subsidiaries including engineers, conductors, trainmen, yardmen, and firemen. Approved**

**and assisted in the preparation and presentation of cases before arbitration. Consulted and advised other department officers concerning the application of labor agreements and the procedures for conducting disciplinary hearings. Served as Carrier Member on various NMB Public Law Boards.**

**A part of the OPS team for Norfolk Southern and CSXT that negotiated the labor agreements for the Conrail acquisition. Subsequent to the acquisition assisted implementing those coordination agreements.**

**Assistant Director – August 1987 – May 1988**

**Administered labor agreements for Southern Railway including engineers, firemen, and hostlers from the Atlanta, GA office. Approved and assisted in the preparation and presentation of cases before arbitration. A Carrier Member for various NMB Public Law Boards.**

**Assistant Director – February 1984 – July 1987**

**Administered agreements for Norfolk and Western Railway engineers, firemen, and hostlers from the Roanoke, VA office. Handled claims and grievances to a conclusion or recommended what further handling was necessary if not resolved. Approved and assisted in the preparation and presentation of cases before arbitration. Carrier Member for various NMB Public Law Boards.**

**Assistant Director – June 1979 – January 1984**

**Administered and negotiated agreements for Nickel Plate, Wheeling and Lake Erie, Clover Leaf, Lake Erie and Western, Pennsylvania (PRR) , Pittsburg and West Virginia, Akron, Canton, and Youngstown for conductors, trainmen, yardmen, engineers, firemen and hostlers from Norfolk and Western's Cleveland, OH office. Handled claims and grievances to a conclusion or recommended what further handling was necessary if not resolved. Approved and assisted in the preparation and presentation of cases before arbitration. Carrier Member for various NMB Public Law Boards. Supervised the Cleveland office that included its closing.**

**A part of the Norfolk and Western team that negotiated the labor agreements for the Illinois Terminal Railroad acquisition. Subsequent to the acquisition assisted implementing those coordination agreements.**

**Engineer/ Fireman/Hostler - July 1964 - May 1979**

**Worked on the N&W's Wheeling and Lake Erie District at various locations on that district in road and yard service.**

**United Transportation Union Representative - Toledo, OH - February 1969 - April 1978**

**As a working local chairman/ vice local chairman/local president/local legislative representative handled claims, discipline, and grievances with local management up to and including the Division Superintendent.**

**Gray Printing Company - March 1964 - June 1964**

**Managed stockroom and warehouse. Issued paper stock for the entire plant for use in all printing jobs.**

**Brakeman/Fireman Baltimore & Ohio Railroad- June 1963 - February 1964**

**Worked as a brakeman and fireman at various locations in road and yard service on the B&O Chicago District including the B&O CT in Chicago.**

**Military Service**

**Army - October 1966 - October 1968**

**Invited by my friends and neighbors to serve in the Armed Forces during the Vietnam Era. Assigned to the 714<sup>th</sup> TBROS&DE Railway Battalion, Company C.**

**Education**

**Bachelor of Liberal Arts - University Of Toledo - January 1976 - June 1979**