

Gene L. Shire

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Summary

42 years of experience working in the rail industry, both represented (scheduled) and official (exempt) capacities, including 27 years as a labor relations officer.

Education

Texas Christian University

August 14, 1992 Bachelor of General Studies

- Awarded membership to the Golden Key National Honor Society, recognizing outstanding collegiate achievement and academic excellence

May 13, 1995 Master of Liberal Arts

- Graduated with a perfect 4.0 grade point average

Both degrees earned while performing service as a labor relations officer for Burlington Northern Railroad.

Abilene Christian University

December, 2016 Graduate Certificate, Dispute Resolution and Reconciliation

Experience

All experience involves a component railroad eventually comprising BNSF Railway

Switchman/Tower Car Retarder Operator 1969 – 1971

Perform switching while classifying traffic, as well as industrial switching and transfer work. While working as a car retarder operator, assure the safe classification of traffic in the hump yard, as well as work with the dispatcher while making road and yard movements.

Yardmaster 1971 – 1974

Responsible to the general direction and government of train, yard and switching operations within the assigned territory.

I was one of a few yardmasters qualified to work any position within the Chicago Terminal Complex.



Corporate Management Trainee 1974 – 1975

Selected for this program designed to train people for managerial positions with Burlington Northern Railroad.

Statistician, Safety and Rules Department 1975– 1976

Input personal injury and train accident data into a then recently developed data base; design reports and assist with the analysis of accident related data.

Safety Supervisor/Rules Examiner 1977 – 1978

Responsible for creation and implementation of safety programs for all crafts on the Denver Region. Also responsible to assure employees are current on their rules examinations through record keeping and conducting examination classes.

I was qualified to examine and qualify all crafts, including Carrier Officers.

Terminal Trainmaster 1978 – 1979

Exempt position providing the first line supervision of Denver Terminal.

Division Trainmaster 1979 – 1984

Responsible for all operations between Ravenna, NE and Edgemont SD, including the conduct of disciplinary hearings (investigations) involving rule infractions and train accidents.

This was during a period of unprecedented growth relative to coal transportation out of the Powder River Basin.

I qualified and certified as a high-tonnage/heavy grade locomotive engineer during this period.

Manager Labor Relations 1984 – 1986

Given an opportunity to train with the Labor Relations Department prior to my next position with the Operating Department.

Assistant Director Labor Relations 1986 – 1987

Promotion.

Assistant Terminal Superintendent 1987 – 1988

Returned to the Operating Department as a higher level terminal supervisor.

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Assistant Director Labor Relations *1988 – 1991*

Responsible for labor contract administration, assuring consistency of application throughout the operating region.

Developed programs analyzing payroll data to determine what train, engine and yard service people were being paid. This to serve as the basis for a new compensation system.

Director Labor Relations *1991 – 1995*

Promotion.

General Director Labor Relations *1995 – 2011*

Promotion.

Retired during September, 2011

Skills

- An extensive understanding of railroad operations
- The ability to rationally understand the merit of both sides of a dispute
- Experience with all elements of labor relations
 - Labor Contract administration
 - Labor Contract claim resolution
 - Mediation
 - On both the local and National level
 - Merger Implementing Agreements involving two mergers and three acquisitions
 - Negotiated the incorporation of a non-represented railroad into Burlington Northern
 - Experience with labor protective conditions, agreements and arbitration
 - Served as Carrier Member on over 45 Public Law Boards
 - Extensive experience developing arguments and then writing and arguing cases
- As a line Operating Officer, conducted disciplinary hearings that develop facts attendant to rule compliance/violation.
 - In the rail industry these are evidentiary records submitted to arbitration.