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## SUMMARY STATEMENT

Extensive experience in labor and employment management in the Transportation industry, having functioned as advocate for both Carrier and the Organization. Proven skills in conflict resolution, problem solving, consensus building and negotiating. Retired from Union Pacific Railroad as Assistant Director Labor Relations – Discipline. I am currently a full time Arbitrator, listed on Roster of Arbitrators for the Financial Industry Regulatory Authority; Federal Mediation and Conciliation Service; National Association of Railroad Referees; Better Business Bureau, and National Mediation Board. I am, also, a member of the American Arbitrators Association, and National Association of Railroad Referees.

## PROFESSIONAL EXPERIENCE

Career in the Railroad industry spanned some 37 plus years. Career began in June of 1964 as member of a labor organization: Brotherhood of Railway and Airline Clerks (BRAC), later merged with another labor organization and renamed Transportation and Communications Union (TCU). Effective leadership in union activity lead, first, to appointment to an officer's position; later, to election and re-election by entire membership.

Among first assignments as Carrier official was to position of Management Trainee, then, to Clerical Training Officer, and to Division Personnel Officer. The Division Personnel Officer functioned as sole Human Resource and Labor Relations field representative for entire Kansas Division – Saint Joseph, MO. to Denver, CO. Position interpreted and implemented Employment and EEO/Affirmative Action policies, as well as labor agreements between Carrier and Brotherhood of Railway and Airline Clerks (BRAC); United Transportation Union (UTU); Brotherhood of Locomotive Engineers (BLE); and Mechanical and Maintenance of Way employees for three states.

Subsequent assignments included: Assistant Manager Professional Employment, Labor Relations Officer, Manager Labor Relations, and Assistant Director Labor Relations. Positions required comprehensive knowledge of employment statutes, both state and federal, as well as thorough familiarity with various labor agreements and the Railway Labor Act (RLA).

During my 37 years career in the Transportation industry, I prepared briefs and advocated, alternately, for both Labor and Management. I functioned as Carrier or

Organization representative on numerous Public Law Boards (PLB's). My role as adversary, notwithstanding, my reputation for being perceptive, objective and fair-minded facilitated my working cooperatively with either side. My tenure in the industry, together with my academic training and fundamental understanding of people and human behavior made me uniquely qualified to serve as a Neutral.

#### ISSUES ARBITRATED

Affirmative Action; Absenteeism; Bargaining; Unit Work; Conduct; Demotion; Discipline: Discharge and Non Discharge; Discrimination: Age, Disability, Race, Sex, Religion, National Origin; Drug/Alcohol Offenses; Fringe Benefits; Bonus; Holidays; Insurance; Leave; Vacation; Health/Hospitalization; Hiring Practices; Job Performance; Job Posting/Bidding; Jurisdictional Disputes; Layoffs/Bumping/Recall; Management Rights; Past Practice; Promotion; Safety Health/Conditions; Seniority; Sexual Harassment; Strikes; Lockouts; Work Stoppages; Slowdowns; Financial Securities Disputes; Subcontracting/Contracting Out; Union Security; Wages; Cost-of-Living Pay; Holiday Pay; Incentive Pay; Job Classification and Rates; Merit Pay; Vacation Pay; Work Hours/Schedules/Assignments; Overtime Pay; Severance Pay; Working Conditions; Work Orders; Rules; Violence or Threats in the workplace, and numerous other issues.

#### PERMANENT PANELS

PLB 6583; PLB 6833; PLB 6558; PLB 6666; PLB 6589; PLB 6658, Better Business Bureau (BBB), Special Boards, Social Security Admin, and others.

#### EDUCATION AND TRAINING

M.A. - Social Psychology.

#### Specialized Training

Complex Public Education Issues: FMCS (Federal Mediation and Conciliation Service) – (NAA) National Academy of Arbitration.

Numerous seminars and training programs to include: George Meany Labor Leadership School; Effective Negotiating; Conflict Resolution; Labor Law and Labor Arbitration; Better Business Bureau Mediation/Arbitration; Problem Solving; Group Facilitation; Consensus Building; Employment Law; Fair Employment Practices and several others.

#### REFERENCES

John Marchant – Former Vice President Labor Relations Union Pacific Railroad  
Marcus Ruef – Vice Chairman NRAB  
Frank Lynch –Member National Academy of Arbitrators

Richard Radek – Vice President Brotherhood of Locomotive Engineers & Trainmen  
Michael Young – Gen. Chairman Brotherhood of Locomotive Engineers & Trainmen  
Richard Gregory –Former General Director Labor Relations Union Pacific Railroad  
Sharon Boone – General Director Labor Relations Union Pacific Railroad  
Chuck Wise – Former Director Labor Relations Union Pacific Railroad

#### AFFILIATIONS

##### Member:

American Arbitrators Association (AAA)  
National Association of Railroad Referees (NARR)  
Better Business Bureau (BBB)  
National Mediation Board (NMB)  
Federal Mediation and Conciliation Services (FMCS)  
Financial Industry Regulatory Authority (FINRA)