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Lead Negotiator numerous collective bargaining agreements  
Experienced advocate in arbitration under section 3 of the Railway Labor Act  
Adept problem solver, communicator and productivity enhancer

**Experience:**

**Consolidated Rail Corporation**

Manager for six years administrating various collective bargaining agreements in the rail industry throughout the Northeast

Appointed by "Conrail" as senior manager in Albany, NY, field office leading staff of up to 20 professionals in HR, LR and Medical functions.

Directed downsizing of office and ultimate closure of same to centralized system operation - directed staff in management of over 12 CBA's while maintaining labor peace in a highly unionized atmosphere.

Promoted thereafter to corporate headquarters in Philadelphia, PA as Assistant Director Labor Relations for locomotive engineer craft, yardmasters and train dispatchers

assisted AVP in consummating breakthrough agreement with locomotive engineers

acted as lead negotiator in progressive agreement with American Train Dispatcher Association

Promoted thereafter as Director Labor Relations with governance of a staff of six professionals handling above-noted crafts as well as input on major issues with United Transportation Union;

managed sunset of department as Conrail acquired by Norfolk Southern Railroad and CSX - offered employment with both acquirors and opted for CSX

**CSX**

Promoted as Senior Director Labor Relations with governance of former Conrail territory acquired by CSX for Train and Engine employees as well as System Yardmasters and Train Dispatchers.

Consummated single system agreement with yardmasters in 2002 cited by National Mediations Board for use of interest based bargaining technique as lead bargainer

Concluded breakthrough CBA with ATDA in 2004 and 2005 whereby

sick time replaced by disability plan in one agreement and pay for performance replaced general wage increases in the other

Assisted lead bargainer in 2007 BLE agreement which combined three separate general committees under one single system agreement incorporating pay for performance plan and increased productivity from work rule relief

Currently engaged in several major projects with CSXT to reduce operating ratio and reorganize train dispatch function

**Summary:**

Over twenty-five years as a labor relations professional in the rail industry with a progressive record of achievement and career advancement

**Education/Achievements**

- 35 year member United Transportation Union - Conductor with Penn Central and Conrail - Leave of Absence effective 1981
- B.A. UMass, Amherst, MA
- J.D. Boston College Law School, Newton MA
- Admitted New York and Massachusetts Bar
- 2006 CSX Award of Excellence recipient
- NMB arbitration roster
- National Association of Railroad Referees- NARR