

Bobby H. Pechal, Jr.

**Roanoke, TX
Telephone (817) 368-5645**

Employment History

41 years in the railroad industry, with 14 years of experience in 4 crafts – Clerical (Transportation Communications International Union), Dispatching (American Train Dispatchers Association), Yardmaster and Trainman (United Transportation Union); 27 years management experience, including extensive experience in Operations Collective Bargaining for Transportation, Mechanical & Engineering crafts.

Retired from the Railway Industry in February 2020 – Assistant Vice-President Operations Workforce Management with responsibility for labor agreement compliance, craft scheduling and leading a Team assigned with Operational Change and Arbitration.

Skills, Experience, Competencies

Skills and experience include drafting policy and decision making, (not limited to) Discipline (all types including Absenteeism, Operating Rules Violations, Conduct, Drug & Alcohol), Human Resources (Policy, Environment, Discrimination, Hiring, Performance), including Discharge and Non-Discharge cases.

Collective Bargaining negotiation and compliance with a focus on Work Rules, Environment, and Policy. Additional experience in creating and leading training for Labor Represented Employees, overseeing both process and result. Competencies include full understanding of the interaction of work, payroll, benefits and compensation for Union Members.

Roster

April 2020 - National Mediation Board (nmb.gov)

Will Hold In-Person, On-line and/or Blended Arbitration on a Number of Platforms

Willing to travel and hold in-person, or, on-line hearings using multiple software platforms such as Zoom, MS Teams, Ring or Skype.

Employment History Details

	<u>Position</u>	<u>Start</u>	<u>End</u>
ATSF Railway - Temple, TX	Clerical- TCU	Feb 1979	*
ATSF Railway - Temple, TX	Dispatcher-ATDA	Apr 1980	*
ATSF Railway - Bellville, TX	Yardmaster – UTU	Jun 1981	*
* Held various positions within each Craft as Seniority would allow until promoted to Management in April 1993. One exception - worked as trainman for Chicago, South Shore and South Bend Railway when there was no work in above 3 crafts			
Chicago, South Shore and South Bend Railway Company - Michigan City, IN	Brakeman – UTU	Mar 1986	Oct 1986
ATSF Railway - Chicago, IL	Manager Crew Mgmt	Apr 1993	Jan 1994
ATSF Railway - Chicago, IL	Supv Crew Planning	Jan 1994	Sep 1995
BNSF Railway - Topeka, KS	Sr. Manager Crew Mgmt	Sep 1995	Nov 1997
BNSF Railway - Topeka, KS	Asst. Director Crew Mgmt	Nov 1997	Dec 1999
BNSF Railway - Topeka, KS & Fort Worth, TX	Director Crew Mgmt	Dec 1999	Mar 2014
BNSF Railway - Fort Worth, TX	General Director Crew Mgmt	Mar 2014	Feb 2018
BNSF Railway - Fort Worth, TX	AVP – Crew Mgmt	Feb 2018	Mar 2020

Alternative Dispute Resolution - Ongoing and Continuing Education

NAA Southwest Region

- Training on use of remote meeting platforms for arbitration including Zoom and WebEx (leader Pilar Vaile, Member, National Academy of Arbitrators (NAA), July 2020 to June 2021.
- Remote training on the Code of Professional Responsibility, Advisory Opinions and other topics (Leaders I.B. Helburn and Pilar Vail, Members, NAA, including guest speakers) July 2020 to December 2021.

Becoming A Labor Arbitrator – FMCS course completed February 5, 2021.

Videoconference Training:

“Witnesses via Videoconference” (National Academy of Arbitrators - Videoconferencing Task Force (VTF) 2020); "Document Handling" (NAA - VTF 2020); "Videoconference Platforms - Alternatives to Zoom" (NAA - VTF 2020); "For the Advocates - A Hands-On Encounter with Zoom" (NAA - VTF 2020); “Using an Assistant to Facilitate a Web-Based Hearing” (NAA – VTF 2020); “Video Hearings and What We’ve Learned” (NAA – VTF 2020); “Witness Credibility” (NAA – VTF 2021); “Office Hours 2.0: A Year in Review (NA – VTF 2021)

Additional Training:

“COVID-19 Vaccines and the Workplace” (American Bar Association - 2021); “DOT Compliance and the Federal Motor Carrier Safety Administration Clearing House” (United States Drug Testing Center – 2021); “Writing Arbitration Awards” (American Arbitration Association – 2021); “Arbitrator Practices Do’s and Don’ts: Survey Results of USPS Labor Relations Specialists” (National Academy of Arbitrators – 2021); (NAA – Continuing Education Committee – 2022) “What Would YOU DO?” a focus on open / closing hearings with issues of admissibility, ethics, professional responsibility, discrimination, as well as immediate rule; (NAA – Continuing Education Committee – 2022 “What Would You Do?” Part II