

# **George Frederick (Fred) Leif**

## **ARBITRATION – MEDIATION SERVICES**

119 Shipmaster Dr.  
Brunswick, GA 31523  
904/708-2831  
GFLDRLLC@gmail.com

### **Dispute Resolution Experience**

- Successfully mediated settlements in more than 20 collective bargaining cases under Section 6 of the Railway Labor Act involving Class 1 and Regional Railroads and Major and Regional Airlines.
- Facilitated resolution of minor disputes and negotiation of labor contracts using Interest Based Problem Solving.
- Presented training to several hundred management and union representatives in the use of Alternative Dispute Resolution methods. Assisted in design and implementation of enhancements to ADR training programs including development of On-line Dispute Resolution capabilities.
- Presented programs and participated in CLE panels for labor relations practitioners and universities covering the Railway Labor Act, dispute resolution, and the specific processes of arbitration and mediation.
- Carrier Member - National Railroad Adjustment Board, Public Law Boards, and Special Boards of Adjustment; Neutral and Chairman of SBA 1191 and Interest Arbitration Board Chairman FEC v. IBEW

### **Employment Affiliations**

LEIF DISPUTE RESOLUTION LLC, Brunswick, GA Mediation and Arbitration Services	2020-Present
RAILWAY LABOR ASSOCIATES LLC, Kansas City, MO; Brunswick, GA Consultant - Labor relations and dispute resolution services for Class 1, Regional, Short Line, and Commuter rail companies under the RLA and NLRA.	2010-2019
KANSAS CITY SOUTHERN RAILWAY CO, Kansas City, MO General Director Labor Relations Director Labor Relations	2005-2008
NATIONAL MEDIATION BOARD, Washington, DC Mediator (Railroads and Airlines)	2000-2005
CSX TRANSPORTATION, INC. Jacksonville, FL Managing Director (Operations) - Automotive Business Unit, Assistance Vice President Employee/Labor Relations, Senior Director Employee Relations, General Manager Crew Management, Director Labor Relations	1986-2000, 2008-2010
THE BALTIMORE AND OHIO RAILROAD CO., Pittsburgh, PA; Baltimore, MD Various Labor Relations positions, 1980-1986 Various Contract and Supervisory Positions in Operations, 1971-1980	1971-1986

## **Education**

**Master of Business Administration**, Jacksonville University, Jacksonville, FL - 1989

**Post-graduate studies in Public Administration**, West Virginia University, Morgantown, WV - 1974

**Bachelor of Science (Journalism)**, West Virginia University, Morgantown, WV - 1973

## **Professional Development**

Managing and Developing Human Resources – Babson College

Alternative Dispute Resolution and Negotiations for the Senior Executive – Harvard University

Staff Consulting Skills Workshop – Designed Learning, Inc.

Managing for Productivity – Organizational Dynamics, Inc.

Developmental Assessor Certification – Development Dimensions International

Associate Development Program – The Mentoring Institute