

# ANDREW J. PAUL, ESQ.

Hartsdale, New York

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914-406-3283

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## PROFESSIONAL EXPERIENCE:

- August 2016 - ***Metro North Railroad, Vice President, Labor Relations***  
Feb 2024 Served as the Chief Negotiator. Negotiated labor agreements with twelve separate labor unions representing almost 6000 employees. Provided labor strategy and policy guidance to the President and Executive Staff in support of Metro-North's public service mission. Liaison to the Executive Staff at MTA HQ to ensure that Metro-North was fully aligned with the overall agency labor strategy. Oversaw the professional staff of the Labor Relations and the Department of Hearings and Investigations Units.
- January 2010 - ***Metro-North Railroad, New York, NY Director, Labor Relations***  
July 2016 Responsibilities included counseling management on labor and employee relations in a multiple unit environment. Duties included serving as Chief Spokesman for Metro-North in collective bargaining, development of labor relations policies to meet Metro-North's strategic business objectives and to improve operations. Designated Company Member on seven ongoing arbitration panels, supervision of staff attorneys and field representatives and active participation in four previous rounds of contract negotiations. These negotiations resulted in significant efficiencies gained in the areas of contract work rules and health/welfare cost containment.
- Mar 1986 - ***Metro-North Railroad. Deputy Director of Labor Relations / Attorney***  
Dec 2009 Responsible for handling day to day labor relations matters including assisting line management in meeting their strategic objectives and labor policy development. Interface with local and international union officials and union counsel. Preparation and presentation of arbitration cases.

## EDUCATION: ***George Washington University Law Center, Washington, D.C.***

J.D. May 1985

## ***State University of New York, Albany***

Bachelor of Arts - May 1982

Honors: Magna Cum Laude, Dean's List Graduated in top 10% of Class

**BAR** New York - 1986

**ADMISSIONS:** District of Columbia – 1989

## PROFESSIONAL AFFILIATIONS:

National Mediation Board Panels

American Bar Association -Labor and Employment Law Section, New York State Bar Association  
Labor and Employment Law Section, Industrial Relations Research Association

**TEACHING EXPERIENCE:**

June 1994 - ***Adjunct Professor Manhattanville College, Purchase, New York***  
May 2012 Instructor in Masters of Science Program (.Organizational Management and Human Resource Development). Courses include Strategic Negotiations and Legal Issues in the Workplace. Thesis advisor for Human Resources subjects.

**Fees:** \$1400 per day for hearing, research and preparation of opinion and award. A hearing day is any portion of a day up to eight hours. Research and preparation time is prorated.

**Cancellation Policy:** If the scheduled hearing is postponed or cancelled with notice of less than three weeks (21 days), the per diem fee for each day of hearing will be charged.

**Travel:** All actual reasonable expenses, including airfare, car rental, food and lodging are billed. Automobile mileage is charged at the applicable IRS expense rate.

***References available upon request***