

**JOSEPH A. CASSIDY JR.**

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**Arbitration/Labor Relations Experience:**

**2003 – Present:** *Labor Arbitrator*

Serving as Neutral on arbitration boards established by the National Mediation Board; Adjudicating cases involving issues dealing with work rules and discipline cases (dismissals and suspensions)

**2005 – Present:** *Labor Arbitrator*

Serving as Neutral at arbitrations authorized by the FMCS

**1991 – 2002:** Served as *International Vice President for the Brotherhood of Locomotive Engineers* at which time I was chief negotiator in approximately 75 contract negotiations on numerous railroads throughout the country. In this same capacity I wrote briefs, presented cases and amassed a 92 % winning average at arbitrations while representing the employees.

**1983 – 1991:** *General Chairman, Brotherhood of Locomotive Engineers (BLE), Long Island RR*  
Served as chief negotiator for contracts and served as principal spokesman for employees at arbitrations. Served as Pension Director and Benefit Director, as well as having served as Chairman of Trustees of both multi-million dollar pension and welfare funds

**1983 – 1995:** Served as guest lecturer on arbitration principles and contract negotiations at State University of New York at Stony Brook, New York Institute of Technology, Rutgers University and Cornell's New York State School of Industrial and Labor Relations

**1970 – 1983:** While working as a full time locomotive engineer, I served in sundry union positions, including trustee of a welfare and pension fund and as *Vice-General Chairman of the BLE*.

**Issues Handled as Arbitrator, Contract Negotiator and Advocate at Arbitrations:**

Rates of Pay; Overtime; Off-Duty Misconduct; Sex Discrimination; Drugs and Alcohol Issues; Apprenticeship; Training; Jurisdiction of Work; Scope Rules; Classification of Work; Shift Work; Jury Duty; Grievances and Grievance Appeals; Absenteeism; Discipline (Dismissal & Suspensions); Bereavement Leave; Personal Leave; Vacations; Trauma Leave; Sick Leave and Sick Days; Leaves of Absence; Employment Applications; Direct Deposit; Emergency Work; Probationary Employment; Physical Examinations; Determination of Physical Fitness; Meal Time; Meal Allowances; Safety Clothing; Promotions; Pension Regulations (ERISA & Taft-Hartley); Pension Benefits; Health & Welfare (Administration & Disputes); Holidays & Holiday Pay; Seniority and Seniority Rosters; Contracting of Work; Bargaining Unit Work; Job Protection; On-the-Job Injuries; Furlough; Dues Check-Off; Light Duty; Union Shop; Closed Shop; Shift Differentials; Seasonal Work; Inter & Intra-Departmental Transfers; Incentive Programs, Jurisdictional Disputes, *et al*

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### **Arbitration Awards Issued as Neutral Member of Sundry Public Law Boards (PLBs)**

PLB 6665, Award Nos. 1 & 2; PLB 6667, Award Nos. 1 & 2; PLB 6702, Award Nos. 1 through 7; PLB 6898, Award Nos. 1 through 350; PLB 6987, Award Nos. 1 through 33; PLB 7067, Award Nos. 1 through 18; PLB 7089, Award Nos. 1 through 11; PLB 7184, Award Nos. 36 through 44; (*in toto* over 430 awards rendered)

Interest Arbitration Board No. 591: Selected by carrier to represent Birmingham Southern Railway at Section 7 interest arbitration re: employee cost sharing for health & welfare benefits

Arbitration Board 594: Selected by Birmingham Southern Railway as member of tripartite panel of arbitrators to render decisions on COLA and health and welfare questions at issue

### **Arbitration Awards rendered pursuant to Federal Mediation and Conciliation Service (FMCS) authorization and procedures:**

Warrior and Gulf vs. United Steel Workers (Discipline: Dismissal)

TRIDENT Naval Facility vs. International Association of Machinists (Overtime Dispute)

### **Professional Affiliations:**

Roster of Arbitrators – National Mediation Board (NMB)

Roster of Arbitrators – Federal Mediation and Conciliation Service (FMCS)

National Association of Railroad Referees (NARR)

### **Education:**

BA, English - St. John's University, New York

### **Military:**

1962 – 1966 United States Marine Corps (*honorably discharged*)