

JOHN COOK, JR.

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Portland, Oregon 97225
(503) 292-6430

EDUCATION:

- 1947-1948 Portland State University, Portland, OR.
1948-1950 Lewis & Clark College, Portland, OR.
 Bachelor of Arts Degree. Major: Business Administration. Minor: Mathematics.
1981 The Executive Program, University of California, Berkeley, CA.

WORK EXPERIENCE:

- July, 1986- Regional Director Labor Relations, Union Pacific Railroad, Salt Lake City, UT.
July, 1988

- October, 1972- District Director Labor Relations, Union Pacific Railroad, Portland, OR
July, 1986

The position of Regional Director Labor Relations has the overall responsibility of negotiating, interpreting and administering the labor contracts governing agreement employees on the Western Region, to ensure the Company maximizes labor savings intended in both local and national agreements. The Director supervises a staff of seven labor relations officers and three clerical employees, with a departmental budget of \$931,053.

The Director administers twenty-four labor contracts governing the wages and working conditions of approximately 4,000 conductors, brakemen, engineers, firemen, clerks and train dispatchers. The annual payroll for these employees approximates \$144,400,000. The position requires an extensive understanding of all aspects of labor relations, including in-depth knowledge of the Railway Labor Act, national legislation affecting labor, various protection agreements, arbitration procedures, and the structure of labor organizations.

The Director conducts negotiations to generate productivity and labor saving opportunities that will assist the company in penetrating new markets and retaining existing traffic levels. He oversees the overall contract administration and grievance handling, including the administration of discipline procedures. The Director determines which disputes not disposed of through local negotiations will be submitted to final arbitration. He supervises the preparation of arbitration briefs by staff members and frequently argues the company's position before the arbitrator.

The incumbent also directs and oversees specific projects and studies that provide senior management with information regarding obsolete work rules and procedures in a deregulated business environment.

The Director develops a professional working relationship with the union representatives to establish a positive negotiating environment.

ARBITRATION EXPERIENCE:

Served as Carrier Member on the following Public Law Boards:

- No. 1027 — United Transportation Union-Conductors
- No. 1048 — United Transportation Union-Conductors and Trainmen
- No. 1103 — United Transportation Union-Conductors and Trainmen
- No. 1348 — Brotherhood of Locomotive Engineers
- No. 1436 — Brotherhood of Locomotive Engineers
- No. 1444 — United Transportation Union-Conductors and Trainmen
- No. 1758 — United Transportation Union-Conductors and Trainmen
- No. 1785 — Brotherhood of Railway and Airline Clerks
- No. 2026 — United Transportation Union-Conductors and Trainmen
- No. 2028 — United Transportation Union-Conductors and Trainmen
- No. 2065 — Brotherhood of Railway and Airline Clerks
- No. 2564 — United Transportation Union-Enginemen
- No. 2644 — Brotherhood of Locomotive Engineers
- No. 2816 — United Transportation Union-Enginemen
- No. 2899 — United Transportation Union-Conductors and Trainmen
- No. 3069 — United Transportation Union-Enginemen
- No. 3117 — United Transportation Union-Conductors and Trainmen
- No. 3218 — Brotherhood of Locomotive Engineers
- No. 3258 — United Transportation Union-Enginemen
- No. 3365 — United Transportation Union-Enginemen
- No. 3474 — United Transportation Union-Trainmen
- No. 3628 — Brotherhood of Locomotive Engineers
- No. 3672 — United Transportation Union-Conductors and Trainmen
- No. 3728 — Brotherhood of Locomotive Engineers
- No. 3742 — Brotherhood of Locomotive Engineers
- No. 3779 — United Transportation Union-Conductors and Trainmen
- No. 3792 — United Transportation Union-Enginemen
- No. 3825 — United Transportation Union-Trainmen
- No. 3839 — United Transportation Union-Conductors and Trainmen
- No. 3928 — Brotherhood of Locomotive Engineers
- No. 3972 — Brotherhood of Locomotive Engineers
- No. 4343 — United Transportation Union-Conductors and Trainmen

September, 1988- Arbitrator, National Mediation Board
PLB 4516 UTUvATSF, PLB 4761 UTUvLosAngJct Ry, PLB 4810 UTUvOregon, Calif &
Eastern

PROFESSIONAL DEVELOPMENT:

- 1966 "Labor Relations in Action", American Management Association
- 1979 "The Art of Negotiating", Gerald I. Nierenberg
- 1982 Western Railroad Association Labor Committee Seminar

PERSONAL DATA:

Born: September 25, 1927
Married — Two children