

Bruce Scott Feld
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EXPERIENCE:

1998 – Present SOFTWARE CONSULTANT / CONTRACTOR

Provided software development for the Finance, Engineering and Marketing departments of various firms, including PG&E, Versata Software, Inc., and others. I designed, coded, implemented and maintained programs in MS Access, MS SQL and Visual Basic, such as a Time and Billing program, a Labor Invoicing system, a complex Sales Commissions program, numerous Energy Efficiency Incentive programs, and a Stock Administration program. I have also done budgetary and financial analysis.

1981 - 1998 SENIOR MANAGER OF LABOR RELATIONS
Southern Pacific Railroad / Union Pacific Corporation, San Francisco, CA

Over 17 years progressive human resource, labor relations, and benefits experience. Worked with and had excellent rapport with over 50 different groups of labor representatives, including the BRS, BMW, the UTU-T, UTU-S, UTU-E, BLE, IBBH, IAM, IBF&O, BRAC, BRC, ARASA, Yardmasters, and IBEW, on six properties – Southern Pacific Western Lines, Southern Pacific Eastern Lines, Cotton Belt, P.E., D&RGW, SPCSL. Performed contract negotiation, grievance handling, conflict resolution. Substantial arbitration experience, particularly in labor protection, operating rules, and discipline. Competence in resolving labor matters relating to complex railroad transactions. Handled difficult issues involving subcontracting, scope, seniority, discipline, harassment, benefits, drug and alcohol, severance, RIF, facility closures, relocations, ADA, ADEA, and FMLA issues. Also handled issues involving FASB interpretations arising out of a contract dispute over profit-sharing clauses. Set up with Treasury a system for administering labor protective benefits from special funds pursuant to complex negotiated agreements.

Types of Arbitral Cases Researched, Prepared, And / Or Argued:

- Discipline (UTUT, UTUS, WRSA)
- Work Rules (UTUT, UTUS, WRSA, BRAC)
- Statutory Labor Protection (All crafts [Ops and Non-Ops,] all SP properties)
- Collectively Bargained Labor Protection (UTUT, UTUS, UTUE, BLE, BRAC, ASTD, BMW, BRS, most mechanical organizations)
- Jurisdiction (Many crafts, Ops and Non-Ops)
- Medical (WRSA, UTUS)

Achievements:

- Negotiated labor protective agreements in connection with a wide variety of major business transactions;
- Responsible for all labor relations aspects of the sale of the San Francisco commuter operation on the Peninsula to the Joint Powers Board, meeting with employees, performing labor negotiations, 3rd party Operator negotiations, and arbitration;
- Met with families of over 200 affected employees in Sanderson, Texas when Southern Pacific closed its terminal operation there;
- Supervised Operating Agreement grievance handling;
- Maintained several advanced programs relating to the administration of Trust Funds in Treasury and to various employee benefit programs in Payroll Accounting;
- On teams overseeing seniority integration in SP - Denver & Rio Grande merger, including eleven unions and 50 collective bargaining units;
- Employee liaison and due diligence in acquisition of CM&W Corp. (SPCSL);
- Supervised payroll merger benefits programs;
- Worked with Deloitte Touche on a complex government plan tax project;
- Handled operating craft Agreements, negotiated reconfiguration of crew operating and seniority districts in the Los Angeles - Chicago corridor;
- Met with union leaders and membership in evaluating corridor purchase proposals with Soo Line and CMW to allow Southern Pacific access to Chicago.
- Helped computerize Industrial Relations with new database/scanning technology;
- Served on the faculty for the National Bargaining Conference in Washington, D. C. to train industry executives and other Labor Relations professionals;
- On Crew Consist special assignment instructing management and employees throughout the system how the agreement applied.

1978 - 1981 CLERK / TRAFFIC ANALYST / CREW DISPATCHER
Chicago & Northwestern Co., Milwaukee, Wisconsin

Responsible for working with customers on transportation requirements, including tariffs, rates, routes, consignments and a wide variety of transportation services. Handled accounts for Hanishfaeger, Babcock-Wilcox, General Electric, Cargill Grain, Allis Chalmers and other shippers. All crew calling responsibilities. Did graduate work in Industrial Relations during this period at University of Wisconsin, Milwaukee.

1976 - 1977 MANAGER INTERNATIONAL MARKETING & SALES
Geismar, New York, New York

Managed international sales and service of railroad track construction and maintenance equipment, welding plants, and new technology for this French firm. Directed trade show planning and presentations, supervised marketing services; market penetration of new products. Insight into developing legislation allowed me to develop several new accounts in upstate New York that tripled revenue.

1971 - 1975 EMPLOYEE RELATIONS CONSULTANT
General Electric Medical Systems; VA Hospital; various manufacturing companies
Milwaukee, Wisconsin

Employee relations consulting and vocational counseling. Performed recruitment, grievance intervention, affirmative action and EEO monitoring, contract trouble-shooting. Conducted foremen workshops for G.E. Medical Systems Division. Other clients included Wisconsin Electric Power Company, and VA Hospital, Pfister Vogel and Harnishfeger Corporation.

1968, 1970 LOCOMOTIVE FIREMAN
Keweenaw Central Railroad
Calumet, Michigan

1967, 1969 LOCOMOTIVE ROAD FIREMAN
Milwaukee Road Railroad
La Crosse Division, Wisconsin

EDUCATION:

Visual Basic Programming - University of California

MBA in Finance - Golden Gate University, San Francisco.

Certified in Traffic Management - University of Wisconsin, Milwaukee.

Graduate work in Labor Relations - University of Wisconsin, Milwaukee.

BA - University of Wisconsin, Madison. Political Science major.

OTHER: Former Member, Northern California Human Resource Council and the American Society for Training and Development. Member: Diablo Valley PC Club. Quality principles training. Lexis user.