

ROBERT J. MEIZINGER

5817 West Bonanza Lane
Phoenix, AZ 85083-7375

Telephone: 623-518-2868
E-Mail: boval@cox.net

SUMMARY

A management professional with expertise in Labor Relations, Human Resources, Operations and Safety Training. Verifiable success achieved by maintaining compliance with regulatory directives and developing effective motivation and counseling techniques creating an organized productive environment. Strengths, skill and knowledge include the implementation of contract administration, federal and state law compliance, safety awareness and establishing a professional work environment.

PROFILE

Contract Negotiations	Legal Resolution Skills	Federal Laws/EEOC/FMLA	Safety Expertise
Arbitration/Discipline	Multi-Faceted Trainer	Budgeting/Forecasting	Employee Relations

EXPERIENCE

CSX Intermodal - Consultant, Hearing Officer, Labor Relations, Recruiter Jacksonville, FL (2004-2008)

Provide expert interpretation and implementation with corporate policy, government statutes and collective bargaining agreements.

- Conducted over 400 hearings in compliance with CSXI/TCU agreement system wide
- Rendered judicious decisions and maintained a tactful alliance with corporate and union representatives
- Investigated and responded to senior level union grievances
- Prepared arbitral briefs for highest level appeal in accordance with NMB, PLB and SBA requirements
- Developed Hearing Officer Training manual for future cases as a resource for conducting fair hearings
- Recruited, tested and interviewed applicants; explained company policies, including safety and operations

AMTRAK - Manager - Crew Base Jacksonville, FL (1999-2003)

Managed 200-250 personnel that provided customer service and operations support for an 11 state region carrying 10,500 passengers weekly with an annual budget of \$3,000,000. Created enhanced relationships with transportation union employees which improved work satisfaction for safety awareness and OSHA training requirements. Additional responsibilities included providing updates to the media for rail crossing accidents in the Southeast.

- Maintained quality service and high performance despite increasing budgetary cuts
- Completed 100% compliance of federal mandates in safety, service and environmental training within 6 months
- Exceeded corporate financial goals the first year by reducing expenses \$570,000
- Reduced absenteeism 65% by creating team concepts and realigning work assignments

AMTRAK - Manager - Government Affairs, Southeast Region (2001-2002)

Establish, maintain and strengthened relationships at the federal, state and local government levels in an 11 state region. Initiated both internal and external partnerships in support of Amtrak's strategies and goals.

- Spokesman at transportation conferences providing legislative updates and rail improvements at national, state and local levels
- Assisted in the coordination of coalition of city mayors, commissioners and transportation officials securing \$8,000,000 from Governor Bush for the Florida East Coast project
- Participated and assisted in North Carolina DOT negotiations for equitable cost factors in state funded trains

AMTRAK - Manager - Human Resources/Labor Relations

(1999-2001)

Responsibilities included interpretation of corporate policy and contract administration for 2,285 Intercity Business Unit employees. Monitored 13 separate and unique union contracts by preparing senior and mid-level management responses for Legal, Claims and the Dispute Resolution Departments. Defined and articulated corporate policy and contract administration for 2,285 Inter-city Business employees. Recruited, interviewed, tested and evaluated job classifications and compensation for exempt and non-exempt staff.

- Trained Intercity Managers for ADA, EEOC and FMLA compliance
- Resolved over 600 claims/grievances saving \$720,000 in 2 years
- Invited guest speaker at several union conferences, building rapport and respect with union leadership

Consolidated Rail Corporation (CONRAIL) - Manager Labor Relations Philadelphia, PA (1990 –1999)

Researched, interpreted, prepared and presented arbitration briefs for the highest level appeal under 12 separate union contracts. Consolidated Claims and discipline grievance administration from five sites to one for more expeditious processing.

- Negotiated and settled 75% of cases prior to arbitration over a two year period
- Co-chaired PC/Administration Education team providing computer training for departmental managers, increased claim processing by 38%
- Appointed to Good Government Board of Directors PAC supporting pro-transportation legislative issues
- Testified as "expert witness" in Federal Court explaining negotiated contract provisions involving FELA.

Transportation Communication Union - Assistant General Chairman Philadelphia, PA (1982 -1990)

Supervised Division and Local Chairmen representing 5,000 members by preparing and presenting grievance submissions articulating the union's position involving Conrail, SEPTA, AMTRAK and NJT.

- Successfully organized Air Jamaica reservation office in compliance with NMB regulations
- Appointed Northeast Legislative Director assisting labor-endorsed candidates with manpower and funding, 82% success ratio
- Negotiated Conrail's first National Customer Service Center agreement creating a stable workforce, developing team concepts and increased production
- Testified as "expert witness" in Federal Court on matters involving SEPTA's drug and alcohol policy
- Facilitated the first AFL-CIO substance abuse program for railroad employees

EDUCATION

University of Phoenix – Bachelor of Science, Management with emphasis on Industrial Relations, 2009

PERSONAL

US Army (Top Secret Clearance) Awarded Bronze Star & Army Commendation Medals
Board of Directors, G.I.F.T.S. for Autistic Children