

James Dennis Phelan
192 Springhouse Road
Allentown, PA 18104
Mobile:610-462-7743
Day Phone: 610-706-0459
Email: jdphelan @ verizon.net

**Facilitator, Mediator, Arbitrator, Dispute and Conflict Resolution, General Human Resource consulting
May 2004 to present**

Private practice/ Consultant
Employee and labor relations;Appointed to standing labor arbitrator panel of the National Mediation Board (railroad and airline industries) and renewing appointment to the American Arbitration Association (private sector companies, all industries). Previously appointed to both panels in 1995; Appointed to roster of EEO mediators for US Postal Service.

US DOT/ Federal Railroad Administration	11/1995 - 5/2004
Lester, PA US	Grade Level: GS 15

Senior Railroad Safety Project Coordinator , 2101

Facilitator for major collaborative projects involving worker and workplace safety where labor representatives, railroad management and FRA regulators participate;

Participant of select delegation at the request of Polish government to assist in revitalization and privatization of Polish National Railroad on site in Poland. Personally briefed Poland's Vice President and Minister of Finance on project;

Participated in development and implementation of FRA training program for senior program managers emphasizing the collaborative process;

Wrote speeches for Administrator, presented speeches on behalf of FRA Administrator and same for FRA's Office of Safety; and,

Represented FRA at interviews to national media, organized and provided testimony at formal hearings by National Transportation Safety Board, briefed members of congress and AFL-CIO labor chiefs on FRA policy or specific issues of interest.

Awards and recognition received while at FRA

- Received Superior Achievement Team Award (1997)
- Received 3 special achievement awards (1998, 1999, and 2000) and one on-the-spot award (1996)
- Team award "Qualifications for Locomotive Engineers Proposed Rule" (1999);

Team award rendered to "Radio and Communications rule" (app 1998) and "Sanitation and Noise Rule." Facilitator for both projects;

- Team Award "Safety Culture Change Team" (2000);
- Comment by Associate Administrator for Safety with Special Achievement Award:

"Mr. Phelan has been a driving force in safety concerns throughout the carriers' properties. He has achieved accomplishments unparalleled in the railroad industry. He is tasked with a multitude of special assignments [and] constantly demonstrates an exceptional ability to have concerned parties, regardless of their organization affiliation, achieve consensus as to solutions to safety issues."

Received award and special recognition from the Secretary

**Elected union official, Local and General Chairman
Untied Transportation Union**

NEW YORK, NEW YORK

January, 1987 through December, 1994

Elected union representative, two terms of office (8 years); General Chairman is the highest designated union officer under federal law for all matters pertaining to collective bargaining and member representation.

Chief negotiator for all work rules, rates of pay, working conditions and health and welfare benefits for train service employees employed by Metro-North Commuter Railroad Company, NY, NY; advised members of contract interpretations and progressed grievances for employee discipline and contract violations through the arbitration process. Handled many complicated rules cases and dozens of employee discipline cases. Handled many drug and alcohol situations, informally and through contractual avenues; represented members with management for EEO, sex and age discrimination complaints prior to formal proceedings, as well as making physical and mental disability accommodation when possible and appropriate. Union spokesman with local media on all issues, primarily on worker and workplace safety. Primary contact for municipal, state and federal government inspectors and regulators (OSHA and FRA)

Conrail & Amtrak

1/1977 - 11/1985

**NY, NY and Philadelphia, PA,
Washington, D.C. US**

Labor Relations Examiner & Labor Relations Officer

In 1977 I was appointed as Labor Relations Examiner, an entry level position in management, Conrail's regional labor relations department, head quartered in New York City. Appointed 1979 as Labor Relations Officer in Amtrak HQ's in Washington, DC, preparing and presenting cases for arbitration, participated in national negotiations, and designated as spokesman/ chief negotiator for Amtrak's auto-train service.

EDUCATION

Fairfield College Preparatory School

Fairfield, CT US

High School Diploma- 6/1968

Assumption College
Worcester, Mass US
Bachelor's Degree - 6/1972
120 Semester Hours
Major: English
Minor: Education

Cornell University
New York, New York US
Master's Degree
est: 12 Semester Hours
Major: Labor and Industrial relations
Relevant Coursework:
Master's degree program in Industrial and Labor Relations,
no degree.

Over-view and history of unionism in USA; collective bargaining; arbitration; and other courses.
I believe I was halfway through the program when I took a leave of absence, which I did not return from. When I took the leave of absence I was deeply immersed in contract negotiations as the union chief spokesman. To participate in a master degree program at the same time was unrealistic.

JOB RELATED TRAINING

Harvard Program on Negotiation, reputed to be the best program of its type in the world (It is built around Bill Ury, the co-author of "Getting to Yes" and his colleagues). Course work included "Program on negotiation for senior executives," "Dealing with People and difficult situations," "Managing conflict," and "Dealing with an angry public;"

Two 40 hour courses in facilitation through the US Government USDA at the Western Training Institute in Colorado;

Human Resource Management Professional Certification Program at Villanova University;

Various programs in negotiation, ADR, conflict resolution and facilitation;

dozens of courses in all aspects of trade unionism, safety, government relations and contract negotiations, two week – long sessions taken at the Meany Institute of Labor Studies, Silver Spring, MD, and the others at annual & regional union conferences while a union officer; and,

Twenty hour training for US Postal Service EEO mediation

AFFILIATIONS

International Association of Facilitators	Member
Global Facilitator Service Corps	Member
Association for Conflict Resolution, local chapter	Member

PROFESSIONAL PUBLICATIONS

none published