

**DAVID J. RUTKOWSKI**

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**SUMMARY**

Retired Director of Human Resources, and Attorney, with extensive experience in analysis, interpretation, and counseling Senior Management concerning legal strategy and application of federal and state laws and rules, including EEO, ADA, FMLA, OSHA, NLRA, as well as the Railway Labor Act. Twenty-plus years as Chief Spokesperson in U.S. and Canadian bargaining. Direct or supervisory responsibility for labor contract administration, arbitration, environmental compliance, wage and benefit administration. Certified as a Mediator in Missouri and by the US District Court, Eastern District of Missouri.

**EXPERIENCE**

**CURRENT --Sole Practitioner in Alternative Dispute Resolution.**

Serves on roster of Arbitrators for Federal Mediation and Conciliation Service (Region 3), National Mediation Board and for Better Business Bureau (Eastern Missouri and Southern Illinois). Mediator on rosters of Twenty-Second Judicial Circuit (City of St. Louis, Missouri), Twenty-First Judicial Circuit (St. Louis County, Missouri), United States District Court, Eastern District, Missouri, and Missouri Bar Association. Have also mediated to settlement, after being chosen by the parties, a case before the United States District Court, Southern District, Illinois.

Areas of experience: Employment Law (including NLRA and Railway Labor Act, EEO and labor contract interpretation), FELA, Product Liability, Consumer Transactions, Tort and Personal Injury.

**RAWLINGS SPORTING GOODS--Manufacturer and wholesaler of sporting goods and apparel**  
*Director, Human Resources (now retired) ..... 1996- November, 2003*

Responsibilities included Chief Spokesperson for negotiations with 2 unions (U.N.I.T.E.! and Teamsters); contract administration; safety; OSHA and EPA compliance; wage and benefit administration for 5 facilities, and supervision of Human Resources Department, outside counsel (in employment, environmental, workers' compensation and product liability matters), and consultants. Reported to Chief Operating Officer.

**BROWN GROUP INCORPORATED—A multi-billion dollar footwear wholesale/retail corporation**

*Vice-President, Industrial Relations ..... 1991-95*  
*Director of Industrial Relations ..... 1983-91*

Divisional Chief Spokesperson in diverse environment including as many as 25 facilities with 3 in Canada, 12,000 employees, and 3 unions including U.N.I.T.E.! and UFCW. Also, contract

interpretation, arbitration, NLRB, EEO, OSHA and EPA compliance and response; procurement and supervision of outside counsel; supervision of Industrial Relations Department staff.

**MISSOURI PACIFIC / UNION PACIFIC RAILROAD**

*Assistant Director, Labor Relations* ..... 1982-83  
*Labor Relations Officer* ..... 1970-82

Responsibilities included negotiation of local agreements implementing national bargaining settlements, contract administration, and handling of grievances through arbitration stage. Sole Labor Relations Department officer having both operating and non-operating (mechanical crafts) responsibilities

**UNITED STATES NAVAL RESERVE**

*Lieutenant, active duty* ..... 1967-70

**EDUCATION**

Juris Doctor - Tulane University School of Law ..... 1967  
Bachelor of Science, Political Science-St. Louis University ..... 1964

Certified General Electric Six Sigma Quality Analysis (Green Belt)..... 2000  
University of Missouri School of Law - Basic Civil Mediation Certification curriculum..... 2001  
University of Missouri School of Law – Advanced Civil Mediation ..... 2003  
Minimum of 15 hours annually of Continuing Education Seminars in Alternative Dispute Resolution

**PROFESSIONAL AFFILIATIONS**

Missouri Bar Association, member  
St. Louis Metropolitan Bar Association, past Chairman, Labor and Employment Law Section  
Certified as Mediator in Missouri and by the United States District Court, Eastern District-Missouri  
Certified as Arbitrator by the Federal Mediation and Conciliation Service, National Mediation Board and the Better Business Bureau  
Former member of Board of Directors and Executive Committee, Associated Industries of Missouri; former, Chairman, Industrial Relations Committee; former Chairman, Presidential Selection Committee.

**FEES (non-NMB cases)**

Docketing Fee: none  
Arbitration Hearing Fee: \$750 per 8 (or fewer) hours  
Travel or Waiting Day: \$300  
Analysis and Decision Writing: \$150 per hour (pro-rated) to maximum of \$750 per 8-hour workday  
Expenses: Reasonable and necessary, charged at IRS/GSA published rates  
Cancellation Fee: \$300 (\$150 if re-scheduled within 60 days) plus any non-refundable charges incurred.