

MARC A. WINTERS

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PROFESSIONAL EMPLOYMENT POSITION

Arbitrator/Mediator/Fact-Finder/Facilitator (1997- Present)

Adjudicates disputes, mediates settlements, elicits facts and conciliates agreements for Labor, Employment, Securities Business & Commercial disputes.

Adjunct Lecturer, Penn State University, Labor Studies Department (1998- Present)

Adjunct Instructor, Geneva College, Degree Completion Program, HR (2000-Present)

PROFESSIONAL PROFILE

* Labor / Management / Employee Relations

Over twenty-eight years of progressively responsible experience. Skilled in all aspects of labor relations, grievance machinery and arbitration. Able to identify problems, inadequacies and inefficiencies in employee relations policies and provide solutions. Effective in building cooperative teams and supervising staff to obtain desired results. Goal-oriented, participative, and win-win management style.

* Contract Administration / Legal /Political

Skilled in negotiating major labor contracts, including issues such as hours, wages, working conditions, healthcare and pension benefits. Prepare and present arbitration cases. Instrumental in lobbying Congress to hold congressional hearings on the topic of unemployment.

* Fund-raising / Membership Development

Responsible for raising hundreds of thousands of dollars annually for United Way. Also in charge of fund-raising for political candidates, judges; district justices, district attorneys, and state representatives. Expertise in recruiting and expanding membership.

* Communications

Excellent interpersonal skills with the capacity to interface with diverse groups and coordinate and disseminate information to insure open communication and understanding of established goals. Experienced in all facets of assessing, coordinating and directing educational programs - prepare curriculum and conduct classes, workshops and seminars. Author press releases, newsletters and articles; and organize and direct media exposure. Computer experience includes utilizing Microsoft Windows, Word Perfect and the Internet.

* Personal

Highly motivated, determined, loyal, and a team player with broad experience and highly developed skills. Willing to take on challenging assignments. Efficient, organized, and professional. Able to maintain diplomacy in fast-paced or conflict situations. Constantly strive for personal and organizational excellence.

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SYNOPSIS OF EXPERIENCE

1993 - 1997 JNESO - District Council 1, IUOE, AFL-CIO, Pittsburgh, PA
Labor Representative

1991-1993 PENNSYLVANIA NURSES ASSOCIATION, Harrisburg, PA
Labor Representative

1978 - 1990 INTERN'L BROTHERHOOD OF ELECTRICAL WORKERS, Beaver, PA
President / Financial Secretary - Local Union 272 (1980 - 1990)
President - Local Union 272 Building Corporation (1985 - 1990)
Vice President / Executive Board Chairman - Local Union 272 (1978 - 1980)

AMPLIFICATION OF EXPERIENCE

Throughout my career, have provided in-depth experience in all aspects of labor relations, grievance machinery and arbitration, negotiations and contract administration, political action, media exposure, financial administration, and labor/management cooperation. Worked closely with attorneys, employers, government agencies, labor unions, and non-profit organizations. Assist small or large businesses in improving or establishing formal Employer/Employee Relations Policies.

As Labor Representative, primary responsibilities include promoting membership growth, establishing and maintaining a working relationship with elected officials (serving as their advisor in all labor relations matters), and initiate appropriate actions in accordance with applicable laws and contracts.

- * SAVED thousands of dollars in attorneys fees by preparing and presenting dozens of arbitration cases, including filing post-hearing briefs.
- * WROTE news stories and articles based on special interests for Association publications.
- * Conduct appropriate training for elected officials and representatives.
- * SERVE as principal advocate and/or prepared 200+ cases for arbitration.
- * CHIEF SPOKESMAN for contract negotiations - analyze and assist in developing proposals.

As President I Financial Secretary, presided over and directed the Executive Board and membership meetings along with various safety, educational, and political committees. Developed all programs, policies, and rules of the organization, including workers' compensation committees, United Way, Red Cross, labor/management, employee assistance programs, and political action involvement.

- * CURBED health care costs for an employer, while increasing wages and benefits to employee satisfaction in six major labor contracts between two utility companies.
- * SUCCESSFULLY negotiated - without strike - many major contracts.
- * ASSISTED in creating and implementing county-wide labor/management committee and serve as co-chair. Attracted new industry, revived ailing industries, and improved perception of county workforce on industry.
- * RESPONSIBLE for all financial dealings of the organization including: payroll, IRS and Labor Department forms, handling all monies (collected, disbursed, and invested), and keeping financial records.
- * ACTIVELY lobbied federal and state legislators, endorsed political candidates, and persuaded members of Congress to hold Congressional hearings on the topic of unemployment.

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EDUCATION

ST. FRANCIS COLLEGE, Graduate School of Industrial Relations, Loretto, PA,
Master of Arts Degree - Industrial Relations & Personnel Administration, 1991

ANTIOCH UNIVERSITY, George Meany Center for Labor Studies, Silver Spring, MD,
Bachelor of Arts Degree - Labor Studies, 1989

PENN STATE UNIVERSITY, Dept. of Labor Studies Union Leadership Academy, State College, PA.
Labor Studies Program - Two year Program, 1985

KENT STATE UNIVERSITY, College of Business Administration & Management, Kent, OH.
Business Administration Course work - 131 hours, 1976

MEMBERSHIPS / BUSINESS & COMMUNITY SERVICES

National Academy of Arbitrators (October 2005 - Present)

Center on Conflict Resolution and Negotiations, Katz Graduate School of Business, Graduate School of Public and International Affairs, University of Pittsburgh Advisory Board Member (2001- Present)

Labor and Employment Relations Association - SW. PA Chapter,
Vice President (2001-Present) Chapter Member (1989-Present)

Pennsylvania State Civil Service Commission Oral Examiner, Labor Mediation Examination Program
(October, 1997)&(November, 2000)

Business Dispute Resolution Alliance-Member (2000-2005)

Three Rivers Area Labor-Management Committee (1997- 2005)

Beaver County Area Labor-Management Committee - Founding.. Board Member & CO-Chairman (1988-1990)

Labor Council of Beaver County - Exec. VP & COPE Director
(1983 - 1988) . & Delegate (1978 - 1990)

United Way of Beaver County - Board of Directors (1983 - 1988)

HONORS

National Register's Who's Who In Executives and Professionals (2000)

Penn State Univ. Dept. of Labor Studies
E. L Bartley Award (1987), For Promoting Education (1987)

Outstanding Young Man of America (1986)

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LABOR ARBITRATION PANELS

NATIONAL PANELS

American Arbitration Association
Federal Mediation And Conciliation Service
National Mediation Board

STATE PANELS

Pennsylvania Labor Relations Board
Pennsylvania Bureau of Mediation
Ohio State Employment Relations Board
New Jersey Public Employment Relations Commission
New Jersey Bureau of Mediation
Public Employees Relations Board Government of The Virgin Islands
Florida Public Employees Relations Commission (Special Master)
Kentucky Labor Cabinet

PERMANENT ARBITRATION PANELS

U. S. Postal Service & American Postal Workers Union

Port Authority, Allegheny County, PA & Amalgamated Transit
Workers Grievance Mediation Panel

Concord Steel and United Steelworkers

COP and PA State Police Association

Connecticut ADR Services

Arbitration and Mediation Services,
Cincinnati, Ohio

SECURITIES ARBITRATION PANELS

National Association of Security Dealers/American Stock Exchange/ FINRA (Certified in 2000)
National Futures Association

**LABOR PER DIEM \$1200.00, PLUS EXP. and CANCELLATION IS PER
DIEM PLUS ANY EXPENSES FOR LESS THAN 30 DAY NOTICE.**