Charles R. Wise, Esq.

Present Occupation: Arbitrator

Address:
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Education:

University of Nebraska College of Law	JD	1974
University of Nebraska	BA English/Art	1971

Certifications:

Nebraska Bar	1974
Federal Bar	1974

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1995 – 2008: Director – Labor Relations for Union Pacific Railroad. Responsible for labor relations section handling disciplinary appeals and arbitration under the Railway Labor Act. Developed and taught course on preparing for and holding disciplinary hearings. Involved in the negotiations and drafting of merger protection agreements with the Southern Pacific and Chicago & North Western railroads (primarily BLET and UTU unions). Served as the labor relations department expert on drug and alcohol testing for operating crafts. Participated in the writing and presenting of many arbitration cases. Served as a Carrier Member of the National Railroad Adjustment Board. Along with the NMB and UTU, oversaw the training of new (to the railroad industry) arbitrators in 2006-2008 involving special train trips and ad hoc special arbitration boards, resulting in approximately 75 arbitrators receiving training and issuing awards. At various times served as the highest designated labor relations officer for operating crafts on the following regions: Central (former Missouri Pacific); Northern (former C&NW); and Western (former UPRR and SPRR).

1994 – 1995: Assistant Vice President – Labor Relations (Operating) for Chicago & North Western Railway. Responsible for negotiation of interdivisional runs agreements, and operating agreements generally. Oversaw preparation of arbitration briefs and served as advocate. Heavily involved in the merger of the C&NW with Union Pacific.

1977 – 1994: Various positions and locations with Labor Relations for Union Pacific, ending as Assistant Director. Acted at various times as highest level of appeal for discipline and claims appeals for BLE, UTU, BMWE, BRAC.

1974 – 1977: Various labor relations positions with Southern Railway (now Norfolk Southern) in Atlanta and Washington DC. Qualified as locomotive engineer. Wrote and arbitrated discipline and rules cases.

1966 – 1973: Worked summers on Union Pacific primarily as a maintenance of way laborer, one summer as a clerk-telegrapher.

FEES:

Per diem fee: $1200.00
The per diem fee applies per day for hearing, travel, study and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time in excess of eight hours in any one day will be pro-rated at the rate of $375.00 per hour. Travel, study and preparation time are prorated based on an eight-hour day.

Cancellation policy:
One per diem fee is charged for each scheduled hearing day cancelled on advance notice of less than forty-five (45) business days prior to the first scheduled hearing day.

Expenses: Charges for reasonable actual expenses associated with air and ground transportation, lodging and meals are in addition to the per diem fee. Mileage is charged at the applicable IRS rate for use of a personal automobile. Travel time is computed on a portal-to-portal basis.