

# Stephen Crable

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## CAREER SUMMARY

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Accomplished professional with over 30 years of diverse experience and achievements in Labor Relations, Arbitration, Mediation, Project Management, Law, and Transformational Leadership within Corporate and Government settings. Skilled at team building, tactical and strategic planning, problem-solving, and facilitating employee engagement. History of prioritizing and identifying creative solutions to prevent or effectively manage crises. Outstanding reputation for details, persuasive communication, managing relationships with key stakeholders, and a legacy of advancing organizations.

- Successful career as labor lawyer, airline labor relations professional, member of the National Academy of Arbitrators, Chief of Staff for the National Mediation Board, and Vice President of Labor Relations for CSX.
- Launched private consulting practice and gained admission to the National Academy of Arbitrators.
- **Bar admissions:** District of Columbia, Illinois, US District Court ND Illinois & US Court of Appeals, 7th Circuit

## ARBITRATION & MEDIATION CONSULTING EXPERIENCE

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***Arbitrator and Mediator:*** 1988 – 1995, 2013 - Present

- Delivered Arbitration, Mediation, Facilitation, Employee Engagement, Training, and Neutral Consultation services to major employers and international unions in rail, airline, mass transit, coal, postal, state and federal public sectors.
- Established arbitration and mediation practice. Admitted to National Academy of Arbitrators in 1995.
- Mediated and arbitrated over 300 collective bargaining disputes, contract interpretations issues and disciplinary matters.
- Served as member of numerous private panels and listed with FMCS, AAA, and NMB.
- Resigned membership in NAA in 2002 upon returning to advocacy work.

## PROFESSIONAL EXPERIENCE

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### CSX TRANSPORTATION

Jacksonville, FL

***Vice President of Labor Relations:*** 2006 - 2013

- Negotiated and administered collective bargaining agreements covering 27,000 contract employees (\$2.5 billion payroll), represented by 13 labor organizations.
- Supervised staff of 50 attorneys and labor relations professionals (\$8M staff budget).
- Facilitated problem solving culture, improved employee engagement and spearheaded cultural change with labor organizations and employees through team building, communication training, expedited dispute resolution and performance metrics.
- Delivered benefits to company by bringing more than 40 percent of CSX front-line employees into pay-for-performance programs. Increased employee success through new work rules that addressed changing needs in areas such as the PTC installation and operations in Northwest Ohio.

### AIRLINE PILOTS ASSOCIATION

Washington, DC

***Assistant Director Representation:*** 2002 - 2006

- Provided negotiation, legal and arbitration advice to national organization representing pilots at more than 50 airlines.
- Negotiated multiple agreements and led teams that utilized full range of processes under the Railway Labor Act, including mediation, self-help, and Presidential Emergency Boards.

### NATIONAL MEDIATION BOARD

Washington, DC

***Chief of Staff:*** 1995 - 2002

- Directed legal and mediation staff of 52 employees investigating representation disputes and mediating over 100 rail/airline labor agreements.
- Served as principal mediator in high profile mediation cases involving all major US airlines and railroads. Successfully mediated disputes involving major railroads and airlines including Continental pilots, United pilots and machinists, American pilots, Delta pilots, National Railway Labor Conference and 13 international unions
- Advised Board Members (Presidential appointees) and staff on legal, representation and mediation matters.

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### PROFESSIONAL EXPERIENCE (continued)

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#### ASSOCIATION OF FLIGHT ATTENDANTS

Chicago, IL

*Director of Collective Bargaining*; 1978 - 1987

- Spearheaded over 200 negotiations, arbitration and administration of collective bargaining agreements.
- Supervised staff of 25 professionals.
- Served as Chief Spokesperson in negotiations with 15 airlines represented by AFA.
- Developed/implemented bargaining and organizational strategies to improve wages/working conditions of AFA members.

#### JACOBS, BURNS, AND SUGARMAN

Chicago, IL

*Attorney*; 1974 - 1978

- Advised and represented dozens of clients regarding state and federal labor and employment disputes.
- Conducted representative work for EEO matters, NLRB proceedings, state and federal trial work, federal appellate work, contract negotiations and arbitration hearings.

### EDUCATION

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Washington University, School of Law, *Juris Doctor*

St Louis, MO

- Honors: Top 10%

Miami University, *Bachelor of Arts*

Oxford, OH

- Honors: Cum Laude, Phi Beta Kappa

### KEY SKILLS

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|-------------------------|---------------------|-----------------------------|
| • Labor Relations       | • Negotiations      | • Employee Engagement       |
| • Contract Negotiations | • Crisis Management | • Microsoft Word            |
| • Mediation             | • Problem Solving   | • Microsoft PowerPoint      |
| • Mentoring             | • Leadership        | • Persuasive Communications |

### BAR MEMBERSHIP

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- District of Columbia – Admitted August 1988 (Active)
- Illinois – Admitted August 1974 (Inactive)
- US District Court ND Illinois – Admitted October 1974 (Inactive)
- US Court of Appeals, 7th Circuit – October 1975 (Inactive)