

Bobby H. Pechal, Jr.

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1100 Lake Hills Trl.

Roanoke, TX 76262-2024

Employment History

41 years in the railroad industry with 14 years experience in 3 crafts – Clerical (Transportation Communications International Union), Dispatching (American Train Dispatchers Association), Yardmaster and Trainman (United Transportation Union, now SMART-TD); 27 years management - extensive experience in Operations Collective Bargaining focusing on Transportation with an emphasis on the transition of manual work to platforms resulting in automated scheduling and calling.

Retired from the Railway Industry – Assistant Vice-President Operations Workforce Management with responsibility for scheduling all crafts, leveraging automation and telephony, as well as accountability for leading a Team assigned with Collective Bargaining and Operational Change.

Experience, Skills, Competencies

Skills and experience include participation and decision making, including (not limited to) Discipline (all types including Absenteeism, Operating Rules Violations, Conduct, Drug & Alcohol), Human Resources (Policy, Environment, Discrimination, Hiring, Performance), including Discharge and Non-Discharge cases. Leader in deciding the arbitrability of disputes.

Subject Matter Expert in Collective Bargaining Compliance with a focus on Work Rules, Discipline, Environment, and Policies. Additional experience in creating and leading training for Labor Represented Employees and overseeing both process and result. Competencies include full understanding of the interaction of work / payroll / benefits / compensation for Labor Represented Employees.

Community Service

Currently serve as the Vice-President, Board of Directors, for the Northside Inter-Community Agency, helping those in the North Fort Worth, TX community.

Per Diem: \$900.

Cancellation Fee: Per Diem rate of \$900 if scheduled hearing is postponed or cancelled with notice of less than five (5) days. If the scheduled hearing is postponed or cancelled with notice of less than twenty-one (21) days, the per diem rate for each day of the hearing will be charged at a 50% rate.