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LABOR DISPUTE SOLUTIONS, INC.
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ROSTERS AND PANELS:

- Federal Mediation and Conciliation Service Arbitrator Roster
- National Mediation Board Roster of Arbitrators (railroad and airline)
- Fraternal Order of Police of Ohio, Inc. and City of Bucyrus, Ohio
- National Railroad Adjustment Board, First Division
- North Royalton Firefighters, IAFF Local 2156 and City of North Royalton, Ohio
- Public Law Board No. 7042 (Union Pacific Railroad and BLET Northern Region)
- Public Law Board No. 7173 (Union Pacific Railroad and BLET Eastern District)
- Public Law Board No. 7228 (Union Pacific Railroad and BLET Western Region)
- Public Law Board No. 8021 (TransitAmerica Services, Inc. and NCFO)
- Special Board of Adjustment No. 1063 (Norfolk Southern Ry. and BLET Northern Lines)

PROFESSIONAL AFFILIATIONS:

National Association of Railroad Referees (Vice President, 2023-present)
Labor and Employment Relations Association, Northeast Ohio Chapter

ISSUES HANDLED AS ARBITRATOR, NEGOTIATOR AND ADVOCATE:

absenteeism; arbitrability; bargaining unit work; conduct (off-duty/personal); compensatory time; cost-of-living pay; discipline (discharge and non-discharge); discrimination; disability; drug/alcohol offenses; fact finding; fringe benefits; harassment; health/hospitalization; holiday pay; holidays; hours of work; bonus/incentive pay; insurance; job classification & rates; job performance; job posting/bidding; jurisdictional dispute; layoffs/bumping/recall; management rights; merit pay; overtime pay; past practices; pension and welfare plans; promotion; retirement; safety/health conditions; seniority; strikes, lockouts, work stoppages, slow-downs; subcontracting/contracting out; unilateral; union security; vacation; vacation pay; violence or threats; wages; work hours/schedules/assignments; working conditions/work orders

RELEVANT EDUCATION/TRAINING:

- 2024 – *Becoming a Labor Arbitrator*, FMCS Institute for Conflict Management
- 2022 – *Railway Labor Act Arbitrator Training Program*, jointly sponsored by the National Mediation Board and the National Association of Railroad Referees
- 2022 – *Building a Career as a Labor Arbitrator*, Arizona Chapter of the Labor and Employment Association / National Academy of Arbitrators
- 2010 – Cornell University ILR School Online Workshop titled *Effective Communications*
- 2009 – Cornell University ILR School Online Workshop titled *Costing out the Contract*
- 1989-1991 – Bucks County Community College, Newtown, PA – Labor Studies Program (U.S. labor history, economics, sociology, effective speaking), 4.0 GPA

EMPLOYMENT:

- Brotherhood of Locomotive Engineers and Trainmen (BLET): Assistant to the National President and Director of Research (2008-2021); Director of Regulatory Affairs (2006-2008); Legislative and Regulatory Assistant (2005-2006)
- Self-employed labor relations consultant (2002-2005)
- Brotherhood of Locomotive Engineers (BLE) Director of Communications and Strategic Coordination (1999-2001); Independent Contractor for Special Projects (1996-1999)
- William L. Keller & Associates, P.C. (1987-1999) Railroad Accident Investigator and Union Liaison / Consultant

- Independent Contractor for BLE Amtrak General Committee of Adjustment (1983-1987)
- Local Chairman for BLE Division 501, New York City (1977-1983)
- Locomotive Fireman / Locomotive Engineer for Penn Central, Conrail, and New Jersey Transit (1972-1986, seniority retained through December 31, 2021)

OTHER ARBITRATION EXPERIENCE:

- From 2008–2021, I drafted scores of guidance documents regarding prior interpretations of provisions contained in BLET/BLE National Agreements dating back to 1952.
- 35 years’ experience authoring/co-authoring/editing submissions in over 200 discipline and grievance arbitrations for several unions and involving numerous freight, passenger and commuter railroads.
- 30 years’ experience providing appellate representation—before the Locomotive Engineer Review Board of the Federal Railroad Administration (FRA), several FRA administrative hearing officers, and two Federal Railroad Administrators—for locomotive engineers whose certification or recertification had been denied, or whose certification had been revoked, pursuant to Subpart E (*Dispute Resolution Procedures*) of 49 C.F.R. Part 240.

COLLECTIVE BARGAINING EXPERIENCE:

- Over 13½ years as Assistant to the National President and Director of Research for the Brotherhood of Locomotive Engineers and Trainmen (BLET). Duties included drafting Section 6 notices for national bargaining rounds beginning in 2009, 2014 and 2019, and reviewing hundreds of tentative/proposed collective bargaining agreements for compliance with BLET internal law and policy, drafting revised contract language where necessary.
- Part of BLET/BLE bargaining teams for the 2005 assumption of Los Angeles commuter service (Metrolink) and the 2003 assumption of Boston commuter service (MBCR).
- Lead BLE negotiator for (1) the March 21, 2001 Agreement titled *Revised Standards for Preemption of Collective Bargaining Agreements for Transactions Initiated Pursuant to Section 11323 of the Interstate Commerce Act*, and (2) bargaining that led to enactment of *The Railroad Retirement and Survivors’ Improvement Act of 2001*.
- Author/co-author/editor for submissions in five Presidential Emergency Board (fact-finding) proceedings and two railroad industry interest arbitrations, testifying twice as an expert witness on the impact of FRA-required certification for locomotive engineers on craft wage differentials.

FEES:

- Per Diem Fee is \$1,200.00. Time spent in study/writing/virtual hearings (including virtual executive sessions) is prorated on an hourly basis. A per diem fee will be billed for each hearing date for which notice of cancellation or postponement is not received at least thirty (30) days prior to said hearing date(s). More than one grievance per day and/or expedited grievance procedures are accommodated.
- On the day of an in-person hearing there is no charge for up to two (2) hours of travel time, and a prorated per diem fee will be billed for time in excess of ten (10) hours. Time spent traveling on a non-hearing day is prorated on a half-day basis.
- Parties will be charged for actual cost of reasonable expenses incurred including, but not limited to, airfare, ground transportation, food, lodging, tolls and parking. Personal automobile mileage is charged at the applicable IRS expense rate.
- Registered in U.S. Federal Government’s System for Award Management (SAM).

REFERENCES AVAILABLE UPON REQUEST