

ARBITRATOR ROSTER SHEET

Name: **Tim Martin Hort**

Address: **Chicago, IL**

Phone: **(773) 218-1057**

Email: timmartinhort@icloud.com



Tim Martin Hort is a railroad industry arbitrator with more than 30 years of experience in labor and employee relations. He has served as chief negotiator, grievance officer, and arbitration professional with over 20+ years of specialized labor relations experience under the **Railway Labor Act (RLA)**, spanning all primary operating and non-operating crafts. His background includes leadership roles in labor relations for major employers in transportation, including Class I freight railroad companies, as well as in logistics, public rail transit, crew shuttle services, healthcare, retail, and rail products manufacturing. Mr. Hort brings extensive experience in both grievance arbitration and contract negotiation. Mr. Hort is recognized for impartiality, fairness, and deep knowledge of collective bargaining agreements across multiple industries and unions.

- Neutral Member, Vice President of the Labor & Employment Relations Association (LERA), WI Chapter
- Mediation Certificate, Northwestern University, School of Professional Studies - 2018
- Master's Degree in Industrial & Labor Relations, University of Wisconsin – Milwaukee
 - Internship: National Labor Relations Board, Region 30
 - Internship: United Auto Workers/Job Training & Development Program
- Bachelor's Degree in Psychology/Personnel (English Minor)
- Certified Senior Professional in Human Resources (SPHR) – 2024 recertification

ACADEMIC/EDUCATOR EXPERIENCE | Adjunct Lecturer, in-classroom, for University of Wisconsin - Milwaukee's advanced degree studies in Industrial and Labor Relations (1999-2016) for the Graduate School of Economics; Designed hybrid course in Multiculturalism for Kendall College; Designed course in HR Fundamentals for Chicago School of Professional Psychology, and taught course in Negotiations as Associate Instructor for School of Business Services at North Park University.

SUBJECT-MATTER EXPERIENCE

Absenteeism, Access to Premises, Accidental Death and Dismemberment, Bargaining Unit, Bereavement Leave, Bulletin Boards, Call-In Pay, Childcare Assistance, Classification of Employees, Clothing and Uniforms, Collective Bargaining Procedures, Compensatory Time,

Contracting Out, Discipline and Discharge, Discrimination, Drug and Alcohol Testing, Dues Check-Off, Duration of Agreement, Equal Employment Opportunity, Grievance Procedure, Health and Safety, Holidays, Hours of Work, Inclement Weather, Insurance Benefits, Job Bidding and Posting, Job Security, Jury Duty, Layoff and Recall, Leaves of Absence, Management Rights, Meal Periods, Military Leave, No Strike/No Lockout, Overtime, Paid Time Off, Parental Leave, Part-Time Employees, Pensions and Retirement, Performance Evaluations, Personnel Records, Probationary Period, Promotions, Recognition Clause, Reductions in Force, Reporting Pay, Rest Breaks, Seniority, Severance Pay, Shift Differentials, Sick Leave, Strikes and Lockouts, Subcontracting, Successorship, Technological Change, Training and Development, Transfers, Union Recognition, Union Rights, Union Security, Vacations, Wages, Work Rules, Work Schedules, Working Conditions.

SECTORS REPRESENTED

- **Transportation & Logistics** – railroads, transit, shuttle operations, Class I freight, commuter rail
 - **Healthcare & Pharmaceuticals** – national retail pharmacy, hospital support services, healthcare staffing
 - **Manufacturing & Industrial** – auto supply chain, metals, machinery, industrial components
 - **Public Sector** – municipal transit, police associations, education institutions
-

FORMER EMPLOYERS

- **METRA** (NIRCRC) Chicago, General Director of Labor Relations
- **CN** (Illinois Central Railroad, Grand Trunk Western Railroad, DWP Railway, Wisconsin Central Ltd., DMIR Railway, Bessemer and Lake Erie Railroad)– Labor Relations Manager
- **ATCHISON, TOPEKA AND SANTA FE RAILWAY COMPANY** (now BNSF) – Corporate Manager Labor Relations
- **THE BELT RAILWAY COMPANY OF CHICAGO** – Assistant Director of Human Resources (Labor Relations)
- **U.S. TSUBAKI** (manufacturing) – Director of Human Resources
- **AMSTED INDUSTRIES MFG.** (rail products manufacturing) – Division Manager
- **WALGREENS CORPORATE** – Senior Manager Labor Relations
- **REMPREX** (rail services)– Vice President of Human Resources