

**Bobby H. Pechal, Jr.**  
**Roanoke, TX**  
**Telephone (817) 368-5645**

**Employment History**

41 years in the railroad industry, with 14 years of experience in 4 crafts – Clerical (Transportation Communications International Union), Dispatching (American Train Dispatchers Association), Yardmaster and Trainman (United Transportation Union); 27 years management experience, including extensive experience in Operations Collective Bargaining for Transportation, Mechanical & Engineering crafts.

Retired from the Railway Industry in February 2020 – Assistant Vice-President Operations Workforce Management with responsibility for labor agreement compliance, craft scheduling and leading a Team assigned with Operational Change and Arbitration.

**Skills, Experience, Competencies**

Skills and experience include drafting policy and decision making, (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.

Collective Bargaining negotiation and compliance with a focus on Work Rules, Environment, and Policy. Additional experience in creating and leading training for Labor Represented Employees, overseeing both process and result. Competencies include full understanding of the interaction of work, payroll, benefits and compensation for Union Members.

**Roster**

April 2020 - National Mediation Board (nmb.gov)

**PLB Assignments Completed**

PLB-8051

**Will Hold In-Person, On-line and/or Blended Arbitration on a Number of Platforms**

Willing to travel and hold in-person, or, on-line hearings using multiple software platforms such as Zoom, MS Teams, Ring or Skype.

## Employment History Details

|   | <u>Position</u>            | <u>Start</u> | <u>End</u> |
|---|----------------------------|--------------|------------|
| ATSF Railway - Temple, TX   | Clerical- TCU              | Feb 1979     | *          |
| ATSF Railway - Temple, TX   | Dispatcher-ATDA            | Apr 1980     | *          |
| ATSF Railway - Bellville, TX  | Yardmaster – UTU           | Jun 1981     | *          |
| * Held various positions within each Craft as Seniority would allow until promoted to Management in April 1993. One exception - worked as trainman for Chicago, South Shore and South Bend Railway when there was no work in above 3 crafts |                            |              |            |
| Chicago, South Shore and  |                            |              |            |
| South Bend Railway Company - Michigan City, IN  | Brakeman – UTU             | Mar 1986     | Oct 1986   |
| ATSF Railway - Chicago, IL  | Manager Crew Mgmt          | Apr 1993     | Jan 1994   |
| ATSF Railway - Chicago, IL  | Supv Crew Planning         | Jan 1994     | Sep 1995   |
| BNSF Railway - Topeka, KS   | Sr. Manager Crew Mgmt      | Sep 1995     | Nov 1997   |
| BNSF Railway - Topeka, KS   | Asst. Director Crew Mgmt   | Nov 1997     | Dec 1999   |
| BNSF Railway - Topeka, KS & Fort Worth, TX  | Director Crew Mgmt         | Dec 1999     | Mar 2014   |
| BNSF Railway - Fort Worth, TX   | General Director Crew Mgmt | Mar 2014     | Feb 2018   |
| BNSF Railway - Fort Worth, TX   | AVP – Crew Mgmt            | Feb 2018     | Mar 2020   |

## Alternative Dispute Resolution - Ongoing and Continuing Education

### **NAA Southwest Region**

- Training on use of remote meeting platforms for arbitration including Zoom and WebEx (leader Pilar Vaile, Member, National Academy of Arbitrators (NAA), July 2020 to June 2021.
- Remote training on the Code of Professional Responsibility, Advisory Opinions and other topics (Leaders I.B. Helburn and Pilar Vail, Members, NAA, including guest speakers) July 2020 to December 2021.

**Becoming A Labor Arbitrator** – FMCS course completed February 5, 2021.

### **Videoconference Training:**

Modules on Videoconferencing regarding witness and documentation custody. All conferences held by the National Academy of Arbitrators – Videoconferencing Task Force established in 2020 and continuing through 2022. Also experienced multiple platforms during these sessions.

### **Additional Training:**

“COVID-19 Vaccines and the Workplace” (American Bar Association - 2021); “DOT Compliance and the Federal Motor Carrier Safety Administration Clearing House” (United States Drug Testing Center – 2021); “Writing Arbitration Awards” (American Arbitration Association – 2021); “Arbitrator Practices Do’s and Don’ts: Survey Results of USPS Labor Relations Specialists” (National Academy of Arbitrators – 2021); (NAA – Continuing Education Committee – 2022) “What Would you do?” Part I; (NAA – Continuing Education Committee – 2022) “What Would You Do?” Part II; Navigating USPS Grievance Handling for Neutrals (Hosted by National Labor and Employment Relations Association – LERA - 2025)