

# CONNECTIONS

The newsletter of LERA-ALABAMA  
ISSUE 07 - DEC 2014  
www.alabama-lera.com

Celebrating 29 Years!  
**LERA**  
ALABAMA CHAPTER  
www.alabama-lera.com



## FRIENDS AND FACES

An Interview with Marty Mulloy, LERA President  
Vice President of Labor Affairs - Ford Motor Company, Ret.



1. Tell us a little about your background...

I was born in Gary, IN, a few miles from the US Steel Gary Works. My Father was a mill worker — my Mother died when I was 6 years old leaving four boys in grade school. My Dad worked rotating shifts (days and night shifts) and raised us on his own. He taught us the importance of individual responsibility, and that with hard work you can overcome obstacles in life. My Dad was a devout Catholic who taught us that without faith, life is meaningless.

2. Where did you go to school? What major did you choose?

I attended Andean High School, a Catholic HS in Merrillville, IN. My uncle was a WWII paratrooper paralyzed in the Netherlands, and he paid for his four nephews to attend Andean. This was the single biggest break in my life. Andean was college prep - 95% went on to attend 4 year college while only 5% of public school students went to a 4-year college. I was awarded a Hoosier Scholarship to Purdue University. I originally studied Finance — and decided at the last minute to pursue Labor Affairs with Ford (I had several finance offers from other companies). My father was a member of the Steel Workers Union — all my uncles and aunts were union members — so it came naturally for me to work in the world of labor relations. After Purdue, I went on to Wayne State University — a post graduate Labor school.

3. Tell us about yourself — any hobbies/interests?

Bass fishing, gardening, reading, and NCAA football (Marty is a die-hard Notre Dame fan).

4. How did you find yourself in the VP position at Ford Motor Company?

I was promoted to VP after serving 25 years in less senior positions. It is a process very similar to the military — I gradually moved up the ranks through merit and ability.

5. You recently retired from your VP position at Ford. What was the most exciting or rewarding part of your job?

The 2007 UAW-Ford national agreement — set the company on a path for future success and helped save Ford from bankruptcy. I have had the opportunity to work with numerous charities through Ford and the UAW — it has been very rewarding being able to give back and make the world a better place.

6. What was a really challenging case you can tell us about?

Ford avoiding bankruptcy in 2008/2009 — it was the culmination of collective efforts by the UAW and Ford to save the company and as a result, we were able to maintain and grow good paying middle class US manufacturing jobs.

### in this issue

Friends and Faces p.1  
In the Headlines p.1  
President's Corner p.2  
Growing Alabama LERA p.2  
In the Spotlight p.2  
Calendar p.3

## IN THE HEADLINES:

### *The year in review...*

Can you believe 2014 is almost in the history books...? And what a year it has been! 2014 was very kind to Alabama-LERA, and we can all be proud of the accomplishments we share as a Chapter. Certainly one of the highlights was receiving a National LERA "STAR CHAPTER" award, which recognizes multiple years of outstanding programming, communications, and overall excellence in chapter activities. It is the highest honor National LERA bestows on chapters. During 2014 we worked diligently to strengthen our chapter, completing a bottom's up review of our membership and increasing our on-line presence via website and e-mail communication. And our 2014 Fall Conference has been praised by many as "a best ever" - with a solid line-up of nationally recognized speakers and arbitrators. We partnered with academia across the state to bring students to the conference, hoping to develop the next generation of labor relations professionals. We are looking forward to another year of high quality achievements for our Chapter. Please be sure to join us at the next meeting and see what it's all about!

Patrick Rasco  
Alabama-LERA Secretary

(READ MORE! OUR INTERVIEW CONTINUES ON PAGE 3...)

# Celebrating Success: The Alabama-LERA 2014 Fall Conference!

The 2014 Fall Conference was indeed a clear success! Boasting a roster packed with national level speakers and subject matter experts, the conference once again delivered a phenomenal mix of data, thought provoking presentations, and audience driven discussion. A large number of students from around the state attended. Participants had the opportunity to network with key labor and management professionals from across the country and state. Sessions included: "Don't Pull the Plug on America"; "FMCS: Serving Collective Bargaining Worldwide for over 66 years"; "Coal and EPA Regulations" "Labor Affairs' Role in Restructuring Ford Motor Co."; "Safety Engagement"; "Stories from the Front"; and an excellent "Ask the Arbitrator" panel discussion. The conference concluded with the installation of the 2015 Chapter President, Tony Quillen, President, IBEW 558.



ABOVE: Snapshots from the 2014 Alabama-LERA Fall Conference. The program lineup boasted top caliber speakers including the President of LERA (Martin Mulloy); FMCS Commissioner Rich Giacalone; TERRA President Kim Lafavor; Jim Hunter, IBEW Utilities Director; Darryl Dewberry, International District Vice President United Mine Workers; Jonathan Halbesleben, Healthsouth Chair of Health Care Management, UA; and a guest panel of arbitration experts (Trevor Bain, Richard Brooks, Jack Clarke, Ed Harrison).

## THE PRESIDENT'S CORNER



### Welcome!

It is with excitement that I welcome everyone to my first update in "Connections"! It is my hope that all of you enjoyed this past Fall Conference held at Orange Beach. I believe we heard some of the best speakers that this conference has had to date. As usual, the Q&A with the seasoned arbitrators went very well and always produces some very interesting topics and discussion. This past conference brought many new and young faces. This was the first attempt at partnering with universities in an effort to attract a broader base and expand our chapter in some newer horizons. This was a huge success and gives hope that next year's conference will attract even more.

We will be celebrating 30 years at the 2015 conference! Plans are already underway - speakers are being selected, and the dates have been secured. We ask that you please try and invite as many as you can, as it is our desire to grow this chapter year by year. This year will be action packed and promises to be one of the best we have had to date. I would to say a special **THANKS** to the Executive Board for all of their unseen efforts in putting together this event. We will see you then, and appreciate your participation and investment in the Alabama LERA Chapter.

*Tony*

## IN THE SPOTLIGHT:

The 2015 Birmingham Dinner Meeting featuring Alabama Labor Commissioner Mr. Fitzgerald Washington

When:

January 15, 2015

Registration at 5:30pm

Dinner & Program at 6:00pm

Where:

Alabama Power Company Headquarters  
600 N<sup>TH</sup> 18<sup>th</sup> Street, Birmingham, AL 35203

How: Cost is \$35.

Make your reservation on-line at  
[www.alabama-lera.com](http://www.alabama-lera.com)





**NEW**

Listening and humility are the most powerful competencies in collective bargaining...

Marty Mulloy

## CONTINUED: OUR INTERVIEW WITH NATIONAL LERA PRESIDENT MARTY MULLOY

7. What do you see on the horizon for the Labor Relations world?

The present confrontational model is broken – parties need to implement an interest based bargaining model.

8. What trends have you seen this past year?

The public sector is a worry – divisiveness reflects the political landscape. In the private sector, I see a little more hope. Somewhere out there is a moderate that can get the parties engaged in a meaningful dialogue on how to retain and create blue collar middle class jobs in America. The rest of the world has an industrial strategy to leverage employment opportunities for their citizens – we literally sit back and get picked apart by global competitors – a sad situation.

9. What advice do you have for managers and unions?

Seek to understand, then be understood – listening and humility are the most powerful competencies in collective bargaining.

10. What are you most interested in accomplishing as President of LERA?

Too much work still to be done - ask me at the end of my term!

11. How is LERA's National Certification process for Labor Relations professionals progressing?

Much more work to be done – Labor Department is currently reviewing the Job Task analysis. And there are funding issues to be resolved.

12. Tell us about the upcoming National LERA conference.

It will be in Pittsburg, the last week of May. We are finalizing the agenda – I want to increase the number of collective bargaining practitioners (company and union bargainers) at the conference.

13. What are you excited about in LERA right now?

We have a great deal of really smart people with good intentions – our challenge is to turn that into substantive change.

14. Anything else our readers should know...?

The GOP is too far right and the Dems are too far left – we need sensible dialogue to make progress on addressing the issues that affect the lives of Americans. Lastly, there is nothing more important to personal development than hard work. To often we point fingers and blame others for our lack of success – it is time that we look into a mirror and examine our own misgiving before we blame others. Government is not the answer to our problems but at the same time government has a responsibility to provide a level playing field.

Mr. Malloy is the current LERA President, and the former VP, Labor Affairs, for Ford Motor Company. An expert in the field, Mulloy directed negotiations and policy for over 116,000 employees worldwide.

We'd love to hear from you!

Please e-mail your feedback/suggestions to: [patrick.rasco@nasa.gov](mailto:patrick.rasco@nasa.gov)

For information on becoming a member of LERA-Alabama contact:

Bill Frederick, 205.257.3174 [wefreder@southernco.com](mailto:wefreder@southernco.com)

Alabama-LERA

2014-2015 Executive Board

PRESIDENT:

Tony Quillen, President, IBEW 558  
[tquillen@ibew558.org](mailto:tquillen@ibew558.org) 256-544-6951

PRESIDENT ELECT:

Valerie T. Singleton, URS  
[valerie.t.singleton@nasa.gov](mailto:valerie.t.singleton@nasa.gov)  
256-544-6910

IMMEDIATE PAST PRESIDENT:

Stephen C. McCormick, Dir Governmental Affairs Division, ADOL 334.590.3931  
[stephen.mccormick@labor.alabama.gov](mailto:stephen.mccormick@labor.alabama.gov)

TREASURER:

Bill Frederick, Alabama Power,  
[wefreder@southernco.com](mailto:wefreder@southernco.com)  
205.257.3174

SECRETARY:

Patrick Rasco, Dir of Industrial Labor Relations, Marshall Space Flight Center  
256.679.6416 [patrick.rasco@nasa.gov](mailto:patrick.rasco@nasa.gov)

AREA VICE PRESIDENTS:

Emory Barnette, United Steelworkers  
[ebarnette@usw.org](mailto:ebarnette@usw.org) 251.316.0961

Edward L. Harrison, Professor Emeritus  
[eharris@usouthal.edu](mailto:eharris@usouthal.edu) 251.460.6715

Joe Pledger, International Rep, IBEW  
[joe\\_pledger@ibew.org](mailto:joe_pledger@ibew.org) 251.675.1989

Al Henley, Alabama ALF-CIO  
[alhenley01@bellsouth.net](mailto:alhenley01@bellsouth.net)  
334.834.1061

Talmage R. Reynolds, TR Consulting  
[trreynolds@bellsouth.net](mailto:trreynolds@bellsouth.net)  
256.654.6574

Katherine Chahrouri, NLRB  
[katherine.chahrouri@nlrb.gov](mailto:katherine.chahrouri@nlrb.gov)  
205.933.3016

Donald Stanley, PRES, Local 78  
[insulatorslocal78@aol.com](mailto:insulatorslocal78@aol.com)  
205.242.3960

**REGISTER NOW for the Birmingham Dinner Meeting!**

To register, log on to <http://www.alabama-lera.com>

