Administration, Law, and Accounting (Ch. 19)
• Information Technology
  Computers
  Internet

• Labor Relations
  More in Chapter 20
• Human Resources

  Comply with EEOC, IRS, NLRB, Others and States

Federal Hours-of-Service Law

Training Program
• Purchasing and Materials Management

One-Fourth of Revenue

When, What, How Much, Where

Competitive
• Public Relations/Corporate Comm./Investor Relations
  Advertise, Press Releases, Image, Customers

• Law and Public Affairs
  Regulations – In-House Attorneys
  Legislation – Lobbyists
• Accounting
  Bill Customers
  Pay Bills
  Auditing, STB Rules

• Traffic
  Interface with Customers
• Corporate Development Planning

• Real Estate and Insurance
  Manage
  Induce
  Level of Protection
• Marketing and Business Development
  Develop Businesses
  Service to Customers
  Industrial Development

• Economic Forecasting
  “The Crystal Ball”
• Sales

  On/Off Line

Interline Traffic

Specialize in Commodity Groups
Labor Relations and the Railway Labor Act (Chap. 20)
• Railway Labor Act – Railroads and Airlines

• National Labor Relations Act – Truckers and Most Other Workers

• 1926 – RLA Passes – First
• Five Basic Purposes of RLA
  Avoid Interruption to Commerce
  Right for Employee to Join Labor Union
  Union is Independent
  Assist in Settlement of Disputes of
  Conditions
  Assist in Settlement of Disputes of
  Grievances/Interpretations
• The National Carriers Conference Committee Negotiates with the Big Five
Other RR may Negotiate Individually
Many Different Unions
Dispute Categories
  • Representations – Elections
  • Major – Formation/Modification
  • Minor – Grievances
• Major Disputes
  RLA Provides 3-Member National Mediation Board
  Voluntary Arbitration
  Presidential Emergency Board – Cooling Off
  Legislation
• Minor Disputes

RAL Provides for Binding Arbitration
Federal Courts

• Labor (Income) Protection
Mergers, Consolidation, Acquisitions
Six Years
Surviving Contract
New York Dock