

Paul Smith
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Former U.S. Postal Union Steward with 27 years experience seeks position in labor relations in private or governmental sector. Proven strengths, skills and accomplishments include:

- Collective bargaining
- Labor policy formation and implementation
- Labor relations management
- Contract interpretation
- Grievance mediation
- Supervisory experience
- Fundraising experience
- Real estate cost analysis
- Published author
- Excellent communication skills

“Paul’s ability to consistently get labor and management to accept reasonable solutions to disputes was extraordinary.” - Dennis Perk, Vice President of Local Branch 40, U.S. Post Office National Association of Letter Carriers

Willing to travel or relocate

ACCOMPLISHMENTS:

- Achieved successful resolution of several delicate labor-management grievances over 27-year period without third-party arbitration
- Prevented over 20 grievances from being filed through skillful mediation
- Maintained excellent worker/management relations, resulting in fewest number of filed grievances in Cleveland, Ohio Postal District
- Negotiated 9 collective bargaining agreements
- Authored over 200 articles for Union newsletter
- Organized daily Union floor meetings
- Conducted annual Union-sponsored food drives for 15 years, raising an average of 3,000 pounds of food for local shelters per year
- Supervised Rapid Mobilization Deployment Program for 200-member Civil Engineering Squadron (U.S. National Guard’s Camp Perry Unit, Port Clinton, Ohio)
- Coordinated property maintenance for Mansfield, Ohio base of Air National Guard

QUALIFICATIONS:

- Served 27 years as Union Steward for 3,000-member Local Branch 40, U.S. Post Office National Association of Letter Carriers
- Served 5 Years as Executive Officer of Local Branch 40
- Served 5 years as a AFL/CIO delegate for Local Branch 40
- Supervised real estate cost analysis for U.S. Air National Guard's Mansfield Ohio base for 3 years
- Coordinated complicated military mobilization programs for U.S. Air National Guard's Camp Perry base for 5 years (Port Clinton, Ohio)

SKILLS SUMMARY:

- Effective mediator with impeccable ability to get parties to compromise
- Experienced in collective bargaining
- Experienced in fundraising
- Demonstrated ability to manage complex projects Skilled writer with over 200 published articles in Union newsletter

EXPERIENCE:

- 1979 - 2009 - Letter carrier for US Post Office, Chagrin Falls, Ohio
- 1982 - 2009 - Union Steward for Local Branch 40, U.S. Post Office National Association of Letter Carriers, Chagrin Falls, Ohio
- 2004 - 2009 - Executive Officer for Local Branch 40, U.S. Post Office National Association of Letter Carriers, Chagrin Falls, Ohio
- 2004 - 2009 AFL/CIO delegate for Local Branch 40, U.S. Post Office National Association of Letter Carriers, Chagrin Falls, Ohio
- 1979 - 2009 – Part-time self-employed tile setter, Burton Ohio
- 1976 - 1986 - U.S. Air National Guard member, Camp Perry, Ohio
- 1974 - 1976 - U.S. Air Force, Cleveland, Ohio

EDUCATION:

Associate's Degree, Wright State University, Dayton, Ohio

***Excellent references available upon request**