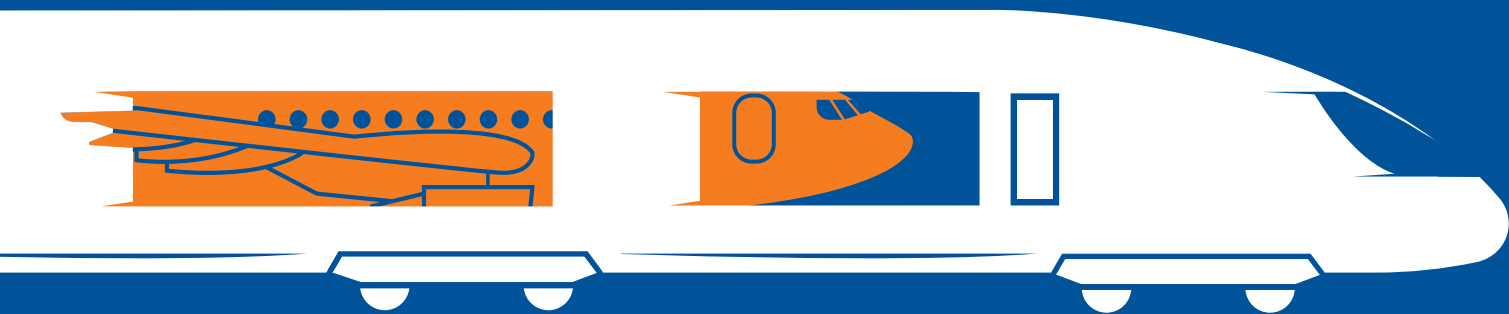


ABOUT THE NMB

- 04 Mission Statement
- 05 NMB Structure
- 06 Board Members and Directors
- 11 Registry of Board Members



MISSION STATEMENT

The National Mediation Board (NMB) was established by the 1934 amendments to the Railway Labor Act (RLA) of 1926. It is an independent, federal agency performing a central role in facilitating harmonious labor-management relations within two of the nation's key transportation sectors: the railroads and airlines.

The NMB is headed by a three-member board nominated by the President and confirmed by the Senate. Although appointed for three-year terms, members may serve until replaced. The members self-designate a Chairman, typically on a yearly basis.

Pursuant to the Railway Labor Act, the Agency's integrated dispute-resolution processes are designed to promote the following three statutory goals, enabling the National Mediation Board to effect its mandate to minimize work stoppages in the railroad and airline industries:

1. The resolution of disputes arising out of the negotiation of new or revised collective bargaining agreements.
2. The effectuation of employee rights of self-organization where a representation dispute exists; and
3. The resolution of disputes over the interpretation or application of existing collective bargaining agreements.

In order to realize these goals, the NMB Chief of Staff oversees an Office of Administration and two offices that house program areas: (1) Office of Mediation and ADR Services, and (2) Office of Arbitration Services. The Office of Legal Affairs constitutes the third program area and is overseen by NMB's General Counsel. For further information, see the Management Discussion and Analysis section of this Annual Report.

* The Railway Labor Act (RLA) provides a comprehensive statutory framework for the resolution of labor-management disputes in the airline and railroad industries. Enacted in 1926 as a collaborative effort of labor and management, the RLA succeeded several previous federal statutes dating back to 1888. The 1926 Act provided for mandatory Mediation and voluntary Arbitration of railroad disputes in contract negotiations, as well as for Presidential Emergency Boards to enhance dispute resolution. Key amendments to the Act in 1934 established a three-member National Mediation Board (NMB) and authorized the resolution of employee Representation disputes by the NMB. In 1936, the jurisdiction of the RLA was expanded to include the airline industry. The 1981 amendment to the Act permitted the creation of specialized Presidential Emergency Boards for collective bargaining disputes at certain commuter railroads.

**NMB
STRUCTURE**

CHAIRMAN AND MEMBERS OF THE BOARD

NICHOLAS C. GEALE¹
Chairman

Shawn Packer
Confidential Assistant

LINDA A. PUCHALA
Member

Olybia Angelopoulos
Confidential Assistant

HARRY R. HOGLANDER²
Member

Robin Stein
Confidential Assistant

EXECUTIVE DIRECTORS

OFFICE OF CHIEF OF STAFF

DANIEL RAINEY
Chief of Staff

Charles Montague
Chief Information
Officer

Dean Wagner
Program Analyst

Timothy Strickler
Contractor

OFFICE OF LEGAL AFFAIRS

MARY JOHNSON
General Counsel

Maria-Kate Dowling
Associate General
Counsel

Norman Graber
Counsel

Eileen Hennessey
Counsel

Andres Yoder³
Counsel

Cristina Bonaca
Counsel

Angela Heverling
Counsel

Tonya Kirksey
Paralegal Specialist

DIRECTORS

**OFFICE OF MEDIATION
AND ADR**

MICHAEL KELLIHER
Deputy Chief of Staff

Patricia Sims
Senior Mediator

Terri D. Brown
Senior Mediator

Denise Hedges
Senior Mediator (ADR)

LoValerie Mullins
Mediator (ADR)

John Kane
John Livingood

Anthony Tosi
Gerry McGuckin

James Mackenzie
Victoria Gray

Jane Allen⁴
Eva Durham⁵

Catherine McCann⁶
Mediators

April Dawson
Conflict Resolution
Specialist

Karen Burton
Mediation Program
Specialist

**OFFICE OF
ARBITRATION**

ROLAND WATKINS
Director

Carol Conrad
Supervisory Program
Management Specialist

Elijah Crayton
Paralegal Specialist

Tia Little
Arbitration Program
Specialist

Kimberly McCann
Arbitration Program
Specialist (Chicago)

Linda Gathings
Arbitration Program
Specialist (Chicago)

**OFFICE OF
ADMINISTRATION**

SAMANTHA T. JONES
Assistant Chief of Staff,
Administration

Denise M. Murdock
Program &
Management Analyst

Eric B. Johnson
Budget & Financial
Analyst

Bruce Conward, Jr.
Support Service
Specialist

Terran C. Walker
Support Service
Specialist

Genet Kidane
Contractor

¹ Became Chairman on July 1, 2015.

² Served as Chairman in fiscal year 2014 through June 30, 2015.

³ Joined NMB on March 9, 2015.

⁴ Joined NMB on June 15, 2015.

⁵ Joined NMB on June 1, 2015.

⁶ Joined NMB on June 1, 2015.

CHAIRMAN



Nicholas C. Geale

Chairman Geale was confirmed by the United States Senate on August 1, 2013. He assumed his position with the National Mediation Board (NMB) on August 19, 2013.

Immediately prior to joining the NMB, Chairman Geale served as the Director of Oversight and Investigations for Ranking Member Lamar Alexander on the U. S. Senate Health, Education, Labor and Pensions Committee. His primary responsibilities included investigating waste, fraud and abuse in government programs, and he worked with agency Inspectors General and the Government Accountability Office in that capacity. He also evaluated and advised the Committee on Presidential nominees and assisted the Health, Education, Labor and Pensions policy teams in evaluating government programs. Before becoming Director of Oversight, Chairman Geale served as Oversight and Investigations Counsel on the Committee for two years for Ranking Member Michael B. Enzi.

Prior to joining the HELP Committee, he was first an Attorney/Advisor to the Solicitor and then the Counselor to the Deputy Secretary at the U.S. Department of Labor under the leadership of Secretary Elaine L. Chao. In both those roles, Chairman Geale assisted the Department in implementing policies for over 180 laws under its jurisdiction and managing the Department's 15,000 employees. Prior to federal service, Chairman Geale had six years of experience in labor and employment matters, general commercial litigation and alternative dispute resolution in private and public practice, including serving as Assistant General Counsel for the Washington Metropolitan Area Transit Authority. Chairman Geale graduated from Georgetown Law in 1999 and Claremont McKenna College in 1996.

MEMBER



Harry R. Hoglander

Member Hoglander was first confirmed as a Member of the National Mediation Board (NMB) by the United States Senate on August 1, 2002; his fourth and most recent confirmation came on August 1, 2013. Member Hoglander has been named five times as Chairman of the Board, most recently from July 1, 2012, through June 30, 2013.

Prior to joining the Board, Member Hoglander served as a Legislative Specialist in the office of Congressman John Tierney of Massachusetts with responsibilities in Transportation issues including aviation, rail and maritime, Labor, Defense and Veterans Affairs.

Member Hoglander has an extensive background in the aviation industry and labor relations, having flown as a Captain for Trans World Airline (TWA) and elected Master Chairman of TWA's Master Executive Council. He was also elected Executive Vice-President of the Air Line Pilots Association. After leaving TWA, Member Hoglander was named Aviation Labor Representative to the United States Bi-Lateral Negotiating Team by then Secretary of State James Baker.

Member Hoglander was also a pilot in the United States Air Force, retiring with the rank of Lt. Colonel. He graduated from Suffolk University Law School and is a member of the Florida Bar.

Member Hoglander and his wife Judith reside in Gloucester, Massachusetts. They have six grown children.

MEMBER



Linda A. Puchala

Member Linda A. Puchala was first confirmed as Member of the National Mediation Board by the United States Senate on May 21, 2009. She was sworn into office on May 26, 2009. Ms. Puchala has served as NMB Chair three times: May 2009 through June 2009, July 1, 2011 through June 30, 2012, and July 1, 2013 through June 30, 2014. Her most recent Senate confirmation came on August 1, 2013.

Prior to becoming a Member, Ms. Puchala served 10 years at the National Mediation Board as a Mediator, Sr. Mediator (ADR) and the Associate Director of Alternative Dispute Resolution Services. Ms. Puchala's prior labor relations experience includes work as International President of the Association of Flight Attendants-CWA, AFL-CIO and Staff Director, Michigan State Employees Association, AFSCME, AFL-CIO.

Ms. Puchala resides in Glen Burnie, Maryland, and holds a Bachelor's degree in Business Administration from Cleary University in Howell, Michigan. She has two daughters, Jennifer Adams and Jessica Puchala.

CHIEF OF STAFF



Daniel Rainey

Daniel Rainey is the Chief of Staff for the National Mediation Board. He joined the NMB from private practice in ADR and conflict management in April, 2001.

As Chief of Staff, he is responsible for managing the agency's internal programs, and he has full responsibility for implementing the Board's policies in all matters coming under its jurisdiction in the administration of the Railway Labor Act, except for those related to the Board's legal representation program and FOIA requests.

Immediately prior to coming to the NMB, Mr. Rainey was the owner/president of a consulting firm specializing in conflict management, conflict intervention, and training. From 1978 through 1990, he was a faculty member and administrative faculty member at George Mason University.

GENERAL COUNSEL



Mary Johnson

Mary L. Johnson is General Counsel of the National Mediation Board. As General Counsel, she serves as the Chief Legal Officer of the agency and manages the Board's representation program and a legal program which includes litigation. In this role, Ms. Johnson provides legal advice to the Board Members and agency staff. In addition, she ensures compliance with the Freedom of Information Act, Government in the Sunshine Act, and other statutes.

Ms. Johnson received her Juris Doctor from the University of Connecticut School of Law and her A.B. from Barnard College. She is a member of the Connecticut Bar and public Co-chair of the Railroad and Airline Labor Committee of the Labor and Employment Law Section of the American Bar Association.

DEPUTY CHIEF OF STAFF



Michael Kelliher

Michael Kelliher joined the National Mediation Board in August, 2010 as a Mediator. In that capacity, he handled both airline and railroad mediation cases, and conducted Interest Based Bargaining, Facilitative Problem Solving, Grievance Mediation, and System Board of Adjustment training. Currently, Mr. Kelliher serves as the Deputy Chief of Staff and has overall responsibility for the administration and management of mediation cases in the airline and railroad industries as well as the Agency's Alternative Dispute Resolution Program.

Mr. Kelliher brought thirty years of labor relations experience to the Board. He worked in a variety of capacities as a labor advocate, including a term as President of the Association of Professional Flight Attendants. Prior to joining the Board, he taught as an adjunct professor of management in the Brennan School of Business at Dominican University in River Forest, IL.

Mr. Kelliher earned his undergraduate degree and MBA from Dominican University. He holds a certificate in mediation from Northwestern University's School of Continuing Studies and earned an Ombudsman certificate from the United States Department of Defense.

**ASSISTANT
CHIEF OF STAFF,
ADMINISTRATION**



Samantha T. Jones

Samantha T. Jones is the Assistant Chief of Staff for Administration at the National Mediation Board. Her federal government experience, which spans over 16 years, includes Human Resources, Human Capital, Budget Formulation and Execution, Financial Management, Procurement and Contracting, Audit Management, Strategic Planning, Organizational Management, Mediation, Grievance Mediation, and Conflict Coaching. Mrs. Jones is responsible for the Board's Administrative Management functions including Strategic planning; Budgeting Formulation and Execution; Accounting and Finance; Human Resources Management; Space and Facilities Management; Procurement and Contracting; and Internal Audit and external audit control. In addition, she provides an overall management framework to support the Agency's acquisition system to ensure that it effectively and efficiently supports essential agency programs and initiatives

Prior to joining the NMB in 2005, Mrs. Jones was employed by the National Capital Planning Commission where she served in many capacities providing advice and guidance to the Administrative Officer and Senior Management on matters related to Property Management, Space and Facility Management, Procurement, Human Resources Management, Strategic Planning, Accounting and Finance, and Budget Formulation and Execution.

Mrs. Jones holds a Bachelor of Science in Business Management with a minor in Computer Studies from the University of Maryland, and she also holds a Master's in Conflict Resolution from Dominican University. Additionally, Mrs. Jones is an Emerging Human Resources alumni from the non-profit organization Partnership for Public Service Program. She has certifications in Mediation Skills, Conflict Coaching, and Online Dispute Resolution. Mrs. Jones received training in Mediating and Arbitrating in the Federal Sector at Cornell University's ILR School-The Sheinman Institute on Conflict Resolution. Mrs. Jones is a member of the Association for Conflict Resolution, and also serves as the NMB's Principal Management Official on the Small Agency Council Executive Committee.

**DIRECTOR,
OFFICE OF
ARBITRATION
SERVICES**



Roland Watkins

Roland Watkins joined the National Mediation Board in February, 1980. During his career at the Board, he has been a Senior Hearing Officer and Legal Counsel. He has also served as counsel/special assistant to numerous Presidential Emergency Boards and Congressional Advisory Boards.

Currently, Mr. Watkins serves as the Director of the Arbitration Department, where he is responsible for all aspects of Grievance and Interest Arbitration in the airline and railroad industries. These responsibilities include administering railroad Public Law Boards, Special Boards of Adjustment and Arbitration Boards. He serves as the Administrator for the National Railroad Adjustment Board which is located in Chicago, Illinois.

Mr. Watkins received his B.A. degree in Economics from Lafayette College located in Easton, Pennsylvania, and his Juris Doctor from Cornell Law School in Ithaca, New York. He is a member of the Railroad and Airline Labor Committee and the Dispute Resolution Committee of the Labor and Employment Law Section of the American Bar Association.

**REGISTRY OF
BOARD
MEMBERS**

NAME	START DATE	END DATE
Nicholas C. Geale	08-19-13	Active ¹
Linda A. Puchala	05-26-09	Active ²
Elizabeth Dougherty	12-13-06	06-02-12
Read Van de Water	12-11-03	05-22-09
Harry R. Hoglander	08-06-02	Active ³
Edward J. Fitzmaurice, Jr.	08-02-02	12-13-06
Francis J. Duggan	11-22-99	11-21-03
Magdalena G. Jacobsen	12-01-93	08-02-02
Ernest W. DuBester	11-15-93	08-01-01
Kenneth B. Hipp	05-19-95	12-31-98
Kimberly A. Madigan	08-20-90	11-30-93
Patrick J. Cleary	12-04-89	01-31-95
Joshua M. Javits	01-19-88	11-14-93
Charles L. Woods	01-09-86	01-15-88
Helen M. Witt	11-18-83	09-18-88
Walter C. Wallace	10-12-82	07-01-90
Robert J. Brown	08-20-79	06-01-82
Robert O. Harris	08-03-77	07-31-84
Kay McMurray	10-05-72	07-01-77
Peter C. Benedict	08-09-71	04-12-72
David H. Stowe	12-10-70	07-01-79
George S. Ives	09-19-69	09-01-81
Howard G. Gamser	03-11-63	05-31-69
Robert O. Boyd	12-28-53	10-14-62
Leverett Edwards	04-21-50	07-31-70
John Thad Scott, Jr.	03-05-48	07-31-53
Francis A. O'Neill, Jr.	04-01-47	04-30-71
Frank P. Douglass	07-03-44	03-01-50
William M. Leiserson	03-01-43	05-31-44
Harry H. Schwartz	02-26-43	01-31-47
David J. Lewis	06-03-39	02-05-43
George A. Cook	01-07-38	08-01-46
Otto S. Beyer	02-11-36	02-11-43
John M. Carmody	07-21-34	09-30-35
James W. Carmalt	07-21-34	12-02-37
William M. Leiserson	07-21-34	05-31-39

¹Term ends June 30, 2016.

²Term ended June 30, 2015.

³Term ended June 30, 2014.