

WILLIAM J. WOLVERTON

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INNOVATIVE LABOR RELATIONS (LR) EXECUTIVE

Used vast LR experience to fashion state-of-the-art training program

Seasoned and sophisticated LR executive whose uncommon expertise in day-to-day and strategic labor relations led to developing one-of-a-kind LR training program.

Effectively communicate complex labor issues to all levels of supervision in straight-forward, down-to-earth manner, while using latest digital systems. Key skills include:

Public Speaking | Training | Writing | Negotiating

PROFESSIONAL EXPERIENCE

Exelon, Washington, D.C.

2016 – 2020

Fortune 150 electric and gas utility (largest investor-owned utility in U.S.)

Director, Employee & Labor Relations

Directed employee and labor relations for 5 Exelon subsidiaries (8 contracts): Potomac Electric Power Company (Pepco), Delmarva Power & Light (DPL), Atlantic City Electric (ACE), PECO Energy (PECO) and Baltimore Gas & Electric (BGE), covering all or parts of Washington, D.C., Delaware, Maryland, New Jersey, and Pennsylvania.

- Developed and delivered labor relations training to Pepco Holding, Inc. utilities (Pepco, DPL, and ACE) that covered disciplinary issues, including Fact Finding and Consensus Process.
 - Training required supervisory engagement, leading to interactive insights. Attendees rated training highly.
- Helped draft scripts for several labor relations videos for use in Exelon training on various topics, including labor relations terms (Direct Dealing, Weingarten and Past Practice), a Week with Weingarten, Fact Finding and Consensus.
 - Videos were entertaining, engaging and most important, informative.
- Negotiated first Contract with BGE, which took 2 full years. Secured Company's right to unilaterally change benefits (including pension for new hires), robust management rights article that is gold standard in utility industry and requirement that almost all union business be conducted off clock.
 - Reduced Annual Incentive Plan formula by 1/3, with savings of \$2.7M/year, achieving cost-neutral agreement (same as without unionization).

Pepco Holdings, Inc. (PHI), Washington, D.C.

2011 – 2016

Holding Company for Pepco, DPL and ACE

Director, Strategic Labor Relations

Managed strategic labor relations and conducted contract negotiations for 3 utilities (5 contracts), covering all or parts of Washington, D.C., Delaware, Maryland, Virginia and New Jersey.

- Negotiated contract extensions for Pepco Holding, Inc. subsidiaries (Pepco, DPL, and ACE) after merger agreement with Exelon to gain union support for merger, which was critical to obtaining approval by Public Service Commissions. Obtained extensions with minimal concessions.
- Bargained cost-effective Contracts. Obtained management right to unilaterally change employee benefits during term of Contracts and right to select lead positions by qualifications, instead of seniority. Also eliminated onerous obligation to “build forces” and “minimize use of contractors” from DPL Contract.
- Conducted training across properties, explaining terms of new Contracts.

Pepco Holdings, Inc., Washington, D.C.

2004 – 2011

Holding Company for Pepco, DPL and ACE

Manager, Strategic Labor Relations

- Revised Disciplinary Factors that facilitated management decisions on how and when to issue disciplinary action.
- Achieved Medical Design Plan changes in Pepco Negotiations with savings of \$10M, revised sick pay provisions that reduced absenteeism 25% with savings of \$1.3M, and implemented Retiree Medical caps, reducing Company’s FAS costs by \$19M.
 - Eliminated job security provision, eligibility for retiree medical subsidies and revised benefits for new hires (pension, vacation, and sick leave).
- Took on and won strike in DPL Negotiations, securing reductions in pension benefits for existing employees and establishing new, much less generous plan for new hires, resulting in savings of \$8M.
 - Revised sick benefits and achieved 40% decrease in absenteeism in Call Center (25% elsewhere).
- Revised pension plan and retiree medical for existing employees in ACE Negotiations with savings of \$14M and negotiated other material changes, including reduction in sick pay benefits with savings of \$1.7M.

ADDITIONAL RELATED EXPERIENCE

Potomac Electric Power Company, Washington, D.C.

Manager, Human Resources Strategic Planning

Oversaw Benefits, HR IT, Corporate Safety, Workers Compensation, and Organizational Development in addition to Labor and Employee Relations.

National Labor Relations Board

Attorney, Pittsburgh Region

EDUCATION

Juris Doctor (JD), Wayne State University, Detroit, MI

Bachelor of Arts (BA), Psychology, University of Michigan, Ann Arbor, MI

AFFILIATIONS

Member of District of Columbia Bar Association