

RICHARD MARZANO

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Experienced maritime professional with lengthy history of working with longshore labor, adept at collective bargaining and grievance handling, offering seasoned presentation and communication skills.

PROFESSIONAL EXPERIENCE

Marzano Consulting, - San Francisco, CA

2017-Current

Independent Consultant

- Expert testimony regarding the US West Coast longshore industry, including: ILWU-PMA Collective Bargaining Agreements, marine terminal cargo handling operations, longshore jobs and hiring practices, longshore work availability, and the longshore grievance process.

Labor Relations Consultant – Marin General Hospital

2015-2017

- Served as hospital representative in grievance disputes with union labor, investigated claims of harassment and/or discrimination and workplace misconduct, as well as provided advice to hospital management on matters related to the various Collective Bargaining Agreements (CBAs).

Pacific Maritime Association, San Francisco, CA

Coast Director, Contract Administration and Arbitration

Oct 2008 – Sep 2015

- Served in the following positions:

Director, Contract Administration and Arbitration, San Francisco, CA	2006 – 2008
Assistant Area Manager, Oakland, CA	2004 – 2006
Labor Relations Administrator, Oakland, CA	2003 – 2004
Labor Relations Assistant, Oakland, CA	2001 – 2003

- Collective Bargaining/Labor Relations representative for over 75 different shipping and marine terminal operating companies involved in the employment of longshore labor.
- Member of the following ILWU-PMA Committees:
 - Coast Labor Relations Committee (CLRC) 2006 to 2015
 - Coast Steering Committee (CSC) 2008-2015
 - Coast Technology Committee 2003-2007
 - San Francisco (Longshore) Joint Port Labor Relations Committee (SFJLRC) 2001-2005
 - San Francisco Joint Clerk Labor Relations Committee (SFJCLRC) 2002-2006
 - The San Francisco Joint Foreman Labor Relations Committee (SFJFLRC) 2004-2006
 - San Francisco Watchmen Joint Labor Relations Committee (SFWJLRC) 2001-2004
- Participated in numerous collective bargaining, including ILWU-PMA master contract negotiations in 2008 and 2014
- Experienced advocate in arbitration proceedings, having presented over 150 arbitration cases to an arbitrator
- Administered and oversaw the CBA's provisions regarding the Americans with Disabilities Act (ADA), Family Medical Leave Act (FMLA), Uniformed Services Employment and Reemployment Rights Act (USERRA).
- Developed and implemented a 12 month interactive labor relations training program for Pacific Maritime Association staff
- Negotiated and implemented changes to the ILWU-PMA drug and alcohol testing procedures and the CBA's grievance machinery, including the exclusive utilization of a neutral arbitration panel for dispute resolution.

Maersk Logistics, San Francisco, California

October 2000 – April 2001

Logistics Analyst

- On behalf of client companies coordinated the movement of goods from point of origin to final destination via ocean carriers.

Stevedoring Services of America, Seattle, Washington

January 1995 – October 2000

Vessel and Marine Terminal Superintendent

Oakland, CA

Jan 1995 to Oct 1995

Colon, Panama

Oct 1995-Jun 1997

Oakland, CA

Jun 1997-Nov 1997

Los Angeles/Long Beach, CA

Nov 1997 – Dec 1998

Oakland, CA

Dec 1998-Oct 2000

Recruited to open a new marine terminal in Colon, Panama and subsequently train local staff in all aspects of marine terminal operations, helping Manzanillo International Terminal (MIT) become one of the leading marine terminals in the world. Including a 20-month international posting in Panama, has gained a wide range of experience in US West Coast marine terminal operations and project management in the Port of Tacoma, Washington and the Ports of Los Angeles, Long Beach, Oakland and San Francisco, California.

- Plan and manage longshore operations, including the cargo discharge and load out, as well as all on-dock rail, terminal yard and gate operations
- Supervise longshore workforce of 20-150 workers in various categories
- Participate in grievance investigation and resolution through the contract grievance machinery
- Act as primary point of contact for all customer needs

EDUCATION & AFFILIATIONS

Gonzaga University, Spokane, Washington

BA Political Science

Federal Mediation and Conciliation Service

Certification - Arbitration for Advocates

California International Relations Foundation

Board Member (Alternate)