



13-C-5032

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September 27, 2013

The City of Atlanta Office of Municipal Clerk
Atlanta City Hall
55 Trinity Avenue, Suite 2700
Atlanta, GA 30303

To the Office of the Municipal Clerk,

The Atlanta Planning Advisory Board is pleased to submit the name of Mr. Gerald W. Souder for consideration by the Atlanta City Council for appointment to the Atlanta Citizen Review Board. Mr. Souder would replace Mr. Ryan Johnson, whose term on the board is expired.

It is the responsibility of the Atlanta Planning Advisory Board to select four appointees to the Atlanta Citizen Review Board to be confirmed by the Atlanta City Council.

We hope that the findings of City Council will support our conclusions that Mr. Gerald W. Souder is an excellent selection and knowledgeable citizen.

Please advise when Council will vote on the nominee. We look forward to your response.

Kindest regards,

Cathy Richards
APAB President

Gerald W. Souder

Communications Workers of America (CWA) - CWA Representative

District 3 Office – Atlanta, GA

2009 – Present Responsible for handling top level grievances, arbitration reviews and hearings; contract interpretation and bargaining for AT&T Mobility contracts covering 13,000 members in nine Southeast States and Puerto Rico. Lead negotiator for Puerto Rico contract requiring familiarity with laws of the Commonwealth.

CWA Staff Union – President: Representing Staff employees of the Communication Workers of America across the entire country, responsible for negotiation and administering contract with Communications Workers of America including arbitrations. Coordinate with 8 other unions representing CWA employees to insure an acceptable outcome to all parties.

Communications Workers of America - CWA Representative

District 3 – Longwood, FL

2007 – 2009 Primary point of contact for 10 Local Unions representing approximately 10,000 members across northern Florida, in the public and private sector. Responsibilities include negotiating and administering collective bargaining agreements, both public and private sector; grievance hearings at third step of the process; all aspects of interpretation and discipline arbitrations; training of local stewards. Worked on political campaigns, conducting voter registration, member education and get out the vote activities.

Communications & Technologies Office – Washington, DC

1996– 2007 Handled top level National grievances from AT&T, Avaya, and Lucent Technologies, worked with attorneys to prepare contract interpretation case for arbitration; served on various National committees, including Academic Awards Scholarship, temporary workforce oversight, conducted contract training for local officers for various contracts, conducted job evaluations for AT&T and Avaya nationwide. Co-Chair 2006 Avaya Inc. National bargaining committee (4,000 members); Member of 2004 Lucent bargaining team; Chair 2004 AT&T of Puerto Rico contract (200 members also involved Puerto Rico laws). ATT/CWA Workplace of the Future National coordinator.

Local 4351 – Cincinnati, OH

President

1987 - 1998 Responsible for all aspects of 1,800-member local, elections, all

communication to members, all correspondence and interface with International Union; developed mobilization campaigns and materials; participated in organizing campaigns both internal and external; delegate to State AFL-CIO, Central Labor Council, and CWA National Conventions, regional, sector and state meetings.

1995 – 1998 ATT/CWA Workplace of the Future Business Unit Planning Council - one of five Union representatives working to change relationships between the parties at the national and local level.

1993-1995 Appointed by International Vice President to implement a \$10 million arbitration award with one other Local President and two AT&T Labor Relations Managers.

Other Experience

AT&T

1969 -1996 Communications Technician –maintained all aspects of telephone central office, installation and maintenance for telecommunications network.

US Military

1965 – 1969 Enlisted and served in US Army Security Agency serving 37 months in Panama and Taiwan.

American Legion

Post 41 - Silver Spring MD

2005 -2006 Commander

Responsible for all aspects of Post operation, coordinating with the American Legion Auxiliary and the Sons of the American Legion, and the Department of Maryland.; represented the post at state conventions. Improved diversity of the post through strategic hiring decision, increased participation through increased activities and worked to improve overall condition of post.

Membership

Reynoldstown Civic Improvement League

Fulton County Democratic Party

Education

1977-1979 Thomas Moore College, Ft Mitchell, KY (53 credit hrs toward B.A.)

1965 Grant County High School

References available on request.

August 15, 2013

To: Cathy Richards, President

Atlanta Planning Advisory Board

Dear Ms. Richards,

I am interested in serving on the Atlanta Citizen Review Board. My career in the Labor movement as an advocate for union members over many years, including negotiating major collective bargaining agreements, all aspects of the grievance and arbitration process will be an asset to the board. Part of representing members in grievance and arbitration is determining the facts and merits of each case based on good human resources practices and the appropriate contract language. This involves listening and weighing the merits of differing interests. Over the years I have gained a variety of skills, including mediation and award settlement. Over my career I have worked in both adversarial roles and consensus building role.

In addition to my work with the Union I have been civically engaged in the American Legion serving in a variety of leadership positions, including Commander. During my college studies, I took several criminal justice classes. I have also worked in political campaigning including voter registration drives; get out the vote activities and member issues education.

I look forward to hearing from you and learning more about the Review Board and its work.

Sincerely,

A handwritten signature in black ink, appearing to read "Gerald Souder", with a long, sweeping horizontal flourish extending to the right.

Gerald Souder