

**Roger K. MacDougall, B.Sc. (Engineering), M.B.A., LL.B. (J.D.), SPHR**

**Professional Experience**

**Highlights**

Full-time Arbitrator, Mediator; Adjunct Law Professor and Construction Engineer with an MBA in International Finance. I grew up in a family construction company. After obtaining my Civil Engineering Degree, I designed and supervised construction in the railroad industry, including buildings, heavy earthmoving, track and signal construction, bridge construction and erosion works. I became an internal consultant on geotechnical and hydraulic erosion issues. After 10 years of practice, I went back to university to obtain an MBA in finance and a Law Degree. I then worked as in-house counsel on many construction projects and in other areas.

Since 2010 I am a full-time arbitrator, mediator and hearing officer. I currently sit as permanent Chair of over 10 Boards and hear over 100 cases per year on these and other ad hoc Boards.

**ADR International, LLC** (2010 – present)

President & CEO – an international arbitration and mediation firm with offices in Illinois, Florida and Alberta. Arbitrator for Florida Department of Transportation (Dispute Resolution Board Chair – certified), FMCS, NMB, FINRA, ILRB, SUCSS, ISBE and a Master Arbitrator with the International Chamber of Commerce (International Court of Arbitration) for commercial arbitration in Paris, France and the London Court of International Arbitration. Selected by the State of Illinois to teach arbitrators across the state.

**John Marshall Law School** (2012 – present)

Adjunct Professor of Law – teaching Arbitration Advocacy to J.D. students and Alternative Dispute Resolution to LL.M. students. Coach of mediation and arbitration competition teams.

**CN (Canadian National Railway Co.)**

Senior Director Human Resources / Labor Relations – Chicago, IL (2000- 2010)

Responsible for all aspects of human resources and labor relations for CN in the United States (22,500 employees worldwide, 6,600 in the U.S.)

**Human Resources:**

- Led multiple HR merger teams and successfully implemented mergers as U.S. HR leader
- Led team responsible for compensation, recruitment, leadership development, retention, training and employment law compliance throughout U.S. Operations throughout 14 states
- Key member of corporate international HR/LR team which was responsible for overall corporate HR strategy and direction – developed strategy, lead integrator between corporate and regional needs
- Developed key trusted advisor role on HR, LR and business issues with the leader of U.S. Operations
- Trusted advisor to international executive team
- As legal and HR advisor, dealt with corporate restructurings in England, France, Germany and Japan

**Labor Relations:**

- Led a labor relations team covering 10 railroads in the United States in 14 states
- Chief negotiator for 90 labor agreements, covering 17 unions

- Lead U.S. labor strategist for multiple mergers consummated and successfully implemented
- Recognized by labor unions for best relationships – “tough, fair and trustworthy”

**Other CN Positions held:**

Attorney – Labor and Employment Law Groups, Montreal, Quebec, Canada

Legal Team Leader – Initial Public Offering of CN – Corporate Development, Montreal, Quebec, Canada; on management team for all in-house counsel and staff; leader of legal-IT team; Attorney – General corporate, environmental, employment, labor, taxation, Edmonton, Alberta, Canada

General Management and Civil Engineer – Executive team member, negotiator, project developer, designer, field engineer, Edmonton, Alberta and Vancouver, British Columbia, Canada

**Weir Bowen (Private Law Firm)** – Articling Student (on secondment from CN)

**Education**

Bachelor of Laws (LL.B.) (equivalent to J.D.) University of Alberta, Edmonton, Alberta

Master’s of Business Administration (MBA) University of Alberta, Edmonton, Alberta

Bachelor of Science, Civil Engineering (B.Sc.) University of Alberta, Edmonton, Alberta

**Awards**

- Winner of Canadian Dealmakers "Dealmaker of the Year" award for the latest CN merger in the U.S.
- Winner of CN President’s Award for breakthrough labor relations deals
- Canadian Champion – Interviewing and Client Counselling, Glasgow, Scotland

**External Presentations**

- John Marshall Law School – Labor Arbitration & Mediation in U.S. Railroads University of Illinois, School of Labor and Employment Relations – Current HR and LR practices – why they won’t work for the next generation
- Canadian House of Commons and Senate Committees – represented all federally-regulated Canadian employers
- Canadian Bar Association – Continuing Legal Education repeat guest speaker
- University of Alberta Law guest lecturer – The Role of Corporate Counsel

**Publications**

- Workplace Drug and Alcohol Programs – Canadian Corporate Counsel Association Annual Conference, Continuing Legal Education Seminar; Canadian Bar Association Annual Conference, Continuing Legal Education Seminar

**Other**

- Executive of National Association of Railroad Referees
- Working ability in French
- Sailor, motorcycle instructor, SCUBA diver
- Member of Board of Directors; on Finance, Membership, Membership Strategy and Fleet Review Committees of the Chicago Yacht Club
- Certified as Senior Professional in Human Resources