

# DAVID W. BERRY

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## *Labor Negotiations Experience and Education*

<b>Experience</b>	<b>LABOR COSTING ASSOCIATES, LLC (@ LABORCOSTING.COM)</b> <i>Founder, President and CEO</i>	January 2010 – Present West Chester, PA
	<b>DAVID W. BERRY, Consultant / Analyst</b> [predecessor business] <i>Founder, Consultant and Sole Proprietor</i>	December 2002 – December 2009 Willistown, PA
	<b>THE J.V. MORGAN COMPANY, LLC</b> [predecessor business] <i>Founding Consultant</i>	January 2000 – December 2002 Berwyn, PA

Provided strategic, tactical, and economic analytical support to company negotiators in the following labor negotiations:

- Stop & Shop [Ahold USA] / UFCW Local 1262 (2001) covering northern New Jersey supermarkets (former Edwards and Grand Union stores);
- Penn Traffic / Teamsters Local 317 (2001) for Syracuse, NY distribution center;
- Dominick's [Safeway] / UFCW Locals 881 and 1546 (2002) covering Chicago metropolitan area supermarkets;
- Vons [Safeway] / Southern California UFCW locals (Locals 135, 324, 770, 1036, 1167, 1428 and 1442) (2003) covering southern California and Nevada supermarkets;
- Safeway / UFCW Local 99 (2003) covering Arizona supermarkets;
- Safeway / Teamsters Local 104 (2003) for Phoenix, AZ distribution center;
- Bruno's [Ahold USA] / UFCW Local 1657 (2003) covering supermarkets in Alabama;
- Stop & Shop [Ahold USA] / New England UFCW locals (Locals 328, 371, 919, 1445 and 1445) (2004) covering supermarkets in Massachusetts, Rhode Island and Connecticut;
- Safeway / UFCW Locals 27 and 400 (2004) covering supermarkets in Delaware, District of Columbia, Maryland, and Virginia;
- Giant (of Landover) [Ahold USA] / UFCW Locals 27 and 400 (2004) covering supermarkets in Delaware, District of Columbia, Maryland, and Virginia;
- Stop & Shop [Ahold USA] / UFCW Local 464A (2004) covering supermarkets on Long Island, New York;

- Bruno's [Ahold USA] / UFCW Local 1657 (2004) covering supermarkets in Alabama;
- Giant (of Landover) [Ahold USA] / Bakers (BCTGM) Locals 68 and 118 (2004) covering supermarkets in District of Columbia, Maryland, and Virginia;
- Stop & Shop [Ahold USA] / UFCW Local 1262 (2005) covering supermarkets in northern New Jersey;
- Stop & Shop/Giant (of Landover) [Ahold USA] / UFCW Local 1360 (2005) covering supermarkets in southern New Jersey;
- Bruno's [Lone Star Funds] / UFCW Local 1657 (2005-2006) covering supermarkets in Alabama;
- Stop & Shop (d/b/a Peapod) [Ahold USA] / UFCW Local 342-50 (2005-2006) covering home delivery employees in New York;
- Giant (of Landover) [Ahold USA] / Teamsters Locals 639 and 730 (2006) covering drivers and warehouse workers for Jessup, MD distribution center;
- Stop & Shop (d/b/a Peapod) [Ahold USA] / UFCW Local 371 (2006) covering home delivery employees in Connecticut;
- Stop & Shop [Ahold USA] / U.A. (Pipefitters) Local 537 (2006) covering maintenance workers in Braintree, MA;
- Stop & Shop [Ahold USA] / UFCW Locals 371 and 1459 (2006) covering new supermarkets to be opened during 2006-2007 in Vermont;
- Stop & Shop [Ahold USA] / UFCW Local 1500 (2006) covering supermarkets on Long Island, NY;
- Stop & Shop [Ahold USA] / UFCW Local 1262 (2006) covering supermarkets on Long Island, NY;
- Stop & Shop [Ahold USA] / UFCW-RWDSU Local 338 (2006) covering supermarkets on Long Island, NY;
- Stop & Shop [Ahold USA] / American Amalgamated Security & Watchmen's Union, Local 9 (Independent) (2006) covering guards at Freetown, MA distribution center;
- Stop & Shop [Ahold USA] / Bakers (BCTGM) Local 3 (2007) covering supermarkets on Long Island, NY; and,
- Stop & Shop [Ahold USA] / New England UFCW locals (Locals 328, 371, 919, 1445 and 1445) (2007) covering supermarkets in Massachusetts, Rhode Island and Connecticut;
- Stop & Shop [Ahold USA] / UFCW Local 1358 (2007) covering supermarkets in southern New Jersey;

- Stop & Shop [Ahold USA] / UFCW Local 1445 (2007) covering supermarkets in New Hampshire;
- Stop & Shop [Ahold USA] / UFCW Local 464A (2007) covering supermarket meatcutters in northern New Jersey;
- Stop & Shop [Ahold USA] / UFCW Local 919 (2007) covering supermarket inventory controllers in New England;
- Stop & Shop [Ahold USA] / UFCW Local 342-50 (2007) covering supermarket meatcutters in New York;
- Stop & Shop [Ahold USA] / Teamsters Local 25 (2008) covering truck mechanics at Freetown, MA maintenance facility;
- Manfi Distribution Corp (stevedore for Stop & Shop [Ahold USA]) / Teamsters Local 25 (2008) covering over-the-road truck drivers in New England;
- Giant (of Landover) [Ahold USA] / UFCW Locals 27 and 400 (2008) covering supermarkets in the District of Columbia, Maryland and Virginia;
- Giant (of Landover) [Ahold USA] / UFCW Local 27 (2008) covering supermarkets in Delaware;
- Giant (of Landover) [Ahold USA] / Bakers (BCTGM) Locals 68 and 118 (2008) covering bake department employees in Delaware, District of Columbia, Maryland and Virginia;
- Stop & Shop (d/b/a Peapod) [Ahold USA] / UFCW Local 371 (2008) covering home delivery employees in Connecticut;
- Stop & Shop [Ahold USA] / UFCW Local 464A (2008) covering supermarkets in New York ;
- Stop & Shop (d/b/a Peapod) [Ahold USA] / UFCW Local 464A (2008) covering home delivery drivers in New Jersey;
- Stop & Shop (d/b/a Peapod) [Ahold USA] / UFCW Local 464A (2009) covering home delivery shoppers in New Jersey;
- Stop & Shop [Ahold USA] / Teamsters Local 25 (2009) covering distribution center employees at Freetown, MA (negotiations currently in progress);
- Stop & Shop [Ahold USA] / UFCW Local 1262 (2009) covering supermarkets and supermarket maintenance in northern New Jersey (negotiations currently in progress);
- Stop & Shop [Ahold USA] / UFCW Local 1362 (2009) covering supermarkets in southern New Jersey;
- Stop & Shop (d/b/a Peapod) [Ahold USA] / UFCW Local 342 (2009) covering home delivery shoppers in New York;

- Bruno's [Lone Star Funds] / UFCW Local 1657 (2009) covering supermarkets in Alabama;
- Stop & Shop [Ahold USA] / American Amalgamated Security & Watchmen's Union, Local 9 (Independent) (2010) covering guards at Freetown, MA distribution center;
- Stop & Shop [Ahold USA] / New England UFCW locals (Locals 328, 371, 919, 1445 and 1445) (2010) covering supermarkets in Massachusetts, Rhode Island and Connecticut (negotiations preparation currently in progress);
- Stop & Shop [Ahold USA] / UFCW Local 1500 (2010) covering supermarkets on Long Island, NY (negotiations preparation currently in progress);
- Stop & Shop [Ahold USA] / UFCW Local 1262 (2010) covering supermarkets on Long Island, NY (negotiations preparation currently in progress);
- Stop & Shop [Ahold USA] / UFCW Local 1445 (2010) covering supermarkets in New Hampshire (negotiations preparation currently in progress);
- Stop & Shop [Ahold USA] / UFCW-RWDSU Local 338 (2011) covering supermarkets on Long Island, NY (negotiations preparation currently in progress); and,
- Giant (of Landover) [Ahold USA] / Teamsters Locals 639 and 730 (2011) covering drivers and warehouse workers for Jessup, MD distribution center (negotiations preparation currently in progress).

**ALBERTSONS, INC. (Acme Markets Division)**  
**[formerly part of American Stores Company, Inc.]**  
*Director of Labor Relations*

August 1997 – January 2000  
 Malvern, PA

Provided strategic, tactical, and economic analytical support to company negotiators in the following labor negotiations:

- Local 27 (Eastern Shore) (1997) covering Maryland eastern shore supermarkets;
- Local 1245 (1997) covering northern New Jersey supermarkets;
- Local 27 (Delaware Valley) (1999) covering clerks in Delaware, Maryland and Pennsylvania supermarkets;
- Local 1360 (1999) covering clerks in southern New Jersey supermarkets;
- Local 1358 (1999) covering clerks in Atlantic City, New Jersey supermarkets; and,
- Local 1776 (1999) covering clerks in Pennsylvania.

**BARDON TRIMOUNT, INC.**  
**(a division of Aggregate Industries, PLC)**

September 1995 - August 1997  
 Saugus, MA

***Manager of Human Resources***

As chief negotiator of all collective bargaining agreements, developed and utilized analytical tools necessary to formulate and achieve appropriate bargaining objectives with various Teamsters, Operating Engineers, and Laborers union locals in the construction materials industry.

**BRADLEES STORES, INC.** (ceased operations February, 2001) May 1990 - August 1995  
(formerly part of The Stop & Shop Companies, Inc.) Braintree, MA  
***Manager of Labor Relations*** (promoted from *Labor Relations Specialist*)  
***Consultant*** December 1995 - January 1997

Provided strategic, tactical, and economic analytical support to company negotiators in 15 UFCW negotiations covering over 25,000 store employees, 3 Teamsters negotiations covering over 1,000 distribution center employees, plus various small carpenter and maintenance bargaining units represented by other unions.

**BOSTON UNIVERSITY, Office of Labor Relations** February 1985 - February 1987  
***Labor Relations Assistant*** Boston, MA

Developed and utilized analytical tools necessary to formulate and achieve appropriate bargaining objectives with various secretarial, laboratory and administrative employees (UAW); service and maintenance employees (SEIU); and police and security employees (independent campus police union).

**Education** **SLOAN SCHOOL OF MANAGEMENT,** 1980 - 1984  
**MASSACHUSETTS INSTITUTE OF TECHNOLOGY** Cambridge, MA

In one undergraduate- and three graduate-level courses, participated in numerous mock labor negotiations that taught and emphasized the various strategic approaches to bargaining in order to achieve economic and other objectives.

**References** *Available upon request.*