F. DONAL O'BRIEN

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Present Occupation: Arbitrator and Mediator

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PROFESSIONAL AFFILIATIONS:

Labor and Employment Relations Association (formerly IRRA), Past National President
American Arbitration Association
Association for Conflict Resolution

EDUCATION:

MPA	Public Administration	Harvard University, Kennedy School of Government, 1983
MSIR	Labor Relations	Loyola University Chicago, 1976
BS	Psychology	Loyola University Chicago, 1968

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2006-Present: Arbitrator and Mediator. Conducted arbitration hearings and rendered awards in disciplinary and contract interpretation disputes in several industries in the private sector, as well as with major employers in the public sector; unions have included local affiliates of major international unions and one independent union. Mediated new-contract dispute between a state and its largest union.

1999 – 2006: Federal Mediator. Mediated labor-management disputes of significant complexity and economic impact in private and public sectors; provided diagnostic and training services to employers and unions to enhance working relationships and to increase organizational effectiveness.

1985 to 1999: Director of Personnel, Metropolitan Water Reclamation District of Greater Chicago. Responsible to General Superintendent and elected Board of Commissioners for management of labor relations and collective bargaining, recruitment and employment examinations development, compensation and benefits administration, equal employment opportunity review and enforcement, and training and professional development for a 2200-employee agency with a $750 million annual budget.

1983 to 1985: Chief Labor Negotiator. Negotiated and administered MWRDGC's first collective bargaining agreements with 16 bargaining units, achieving stable, multi-year pacts in second round of bargaining.

1978 to 1983: Personnel Director, Milwaukee Metropolitan Sewerage District. Organized first human resources management function, including labor relations, compensation and benefits, recruitment, selection and employment, affirmative action, training and staff development, and safety and security for 650-employee agency; managed negotiations with four bargaining units representing 430 employee, including negotiating through 30-day strike.

INDUSTRIES:
Both as an Arbitrator and as a Federal Mediator, have dealt with a large number of private sector employers and unions in a wide variety of industries including, but not limited to a major international airline, a major defense industry employer, electrical utilities, electrical components manufacturing, steel manufacturing, packaging, transportation, health care, food processing, food retailing and warehousing, airline servicing contractors, custodial and janitorial services, and many other industries. In the public sector, worked with large and small state and municipal employers and unions, including elementary to university-level educational employees, police and firefighters, public works and other municipal employees, and divisions of the State of Illinois and the State of Rhode Island, including several unions and categories of employees.

PANEL MEMBERSHIP:
United Airlines – IAMAW System Board of Adjustment

SIGNIFICANT PUBLICATIONS: "Illinois Public Sector Collective Bargaining Legislation: The First Fifteen Years", R. Theodore Clark and F. Donal O'Brien, in Collective Bargaining in the Public Sector, the Experience of Eight States, edited by Joyce M. Najita and James L. Stern, published by M. E. Sharpe, Inc., 2001.

FEES: Per Diem: $900.00 Cancellation: (see below) Docketing: none

Grievance Arbitration: The fee is $900.00 per day, for hearing, and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated.
For National Mediation Board-compensated cases, the fee will be the current NMB rate for the railroad industry.

Cancellation Policy: If the scheduled hearing is cancelled with notice of less than two calendar weeks (14 days), the per diem fee for each day of hearing shall be charged if another matter cannot be set in its place.

Interest Arbitration and Fact-finding: The fee is $1,000.00 per day. Time for research and preparation is prorated.

Labor Mediation: The fee is $1,000 per day, up to eight hours; after that, an hourly charge of $125 will apply.

Travel Time: The per diem fee of $900 for any portion of a travel day in excess of three hours, up to eight hours, with time over eight hours for one day prorated.

Expenses: Actual cost of reasonable expenses including airfare, car rental, food, and lodging. Copying and overnight document shipping charges are billed. Automobile mileage is charged at the current IRS expense rate. Expenses for copying, phone, and clerical assistance are billed.

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