

Email:

Present Occupation: Arbitrator/Mediator

First Business Address:

13237 West Palm Lane
Goodyear, AZ 85338
Phone: (623) 547-4555
Fax: (623) 547-4555

Second Business Address:

9275 Cinnabar Drive
St. Louis, MO 63126

PROFESSIONAL AFFILIATIONS:

Current board member of Arizona Industrial Relations Assn. and Past President IRRA – Alabama and Gateway (St. Louis-area) Chapters; current member of Arizona Labor Arbitrators Forum (AZLAF).

EDUCATION: BA in Labor Relations/Administration, Webster University, St. Louis, MO.

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2001 – Present: Arbitrator/Mediator in private practice. Participate on permanent arbitration/mediation panels, including the FMCS Arbitration roster. Arbitrate court assigned cases. Mediate grievances and set up grievance mediation process. **1998 to 1999,** worked as Deputy Director for F.M.C.S. in Washington, D.C. Responsible for mediation, labor-management training and alternative dispute resolution services provided by 200 federal mediators. **1995 to 1998,** worked as Regional Director for F.M.C.S. in Cleveland, Ohio. **1977 to 1992,** worked as field Mediator for F.M.C.S. in St. Louis, Missouri, mediating over 800 disputes. **1969 to 1977,** worked as Business Representative/President for Office and Professional Employees International Union, Local 13, AFL-CIO. Adjunct Professor in Labor Relations studies.

INDUSTRIES:

Aerospace, Airlines, Advertising, Agriculture, Aluminum, Automotive, Bakery, Banking, Beverage, Building Products, Brewery, Broadcasting, Canning, Cement, Chemicals, Clothing, Coal, Communications, Construction, Dairy, Distillery, Education, Electrical Equipment/Appliances, Electronics, Entertainment/Arts, Feed & Fertilizer, Food, Foundry, Furniture, Glass/Pottery, Grain Mill, Health Care, Hotels/Motels/Casinos/Resorts, Hospital/Nursing Home, Iron, Lumber, Machinery, Maritime, Meat Packing, Metal Fabrication, Mining, Nuclear Energy, Office Workers/Clerical, Organizations, Packaging, Paint & Varnish, Petroleum/Petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police and Fire, Printing and Publishing, Prison Guard, Pulp and Paper, Railroads, Real Estate, Refrigeration/HVAC, Restaurants, Retail Stores, Rubber/Tire, Shipbuilding/Dry Dock, Sports, Steel, Stone/Quarry, Textile, Tobacco, Transportation, Trucking and Storage, Upholstering, Utilities, Warehousing

ISSUES:

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Pension Claim (Fed. Statute), Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns,

THOMAS M. O'BRIEN

FMCS-3554

Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats

PERMANENT PANELS: United Mine Workers of America/Bituminous Coal Operators' Association, District 22; International Union of Operating Engineers, Local 148/Ameren Union Electric; Missouri American Water Company/Utility Workers Union of America, Local 335.

PER DIEM FEE: \$950.00;

Cancellation Fee: Two weeks prior to hearing (1/2 day charge); one week prior to hearing (1 day charge).

Travel Time: Arbitrator charges per diem fee for any portion of a travel day prorated from daily per diem fee of \$950 per day or \$118.75 per hour for hours traveled less than 8 hours.

Expenses: Airfare, car rental, food and lodging charged at cost. Auto mileage charged at IRS expense rate.

Thomas M. O'Brien

Mr. O'Brien specializes in arbitration, mediation, labor-management training, and conflict resolution. He is currently in private practice as an Arbitrator/Mediator, and an adjunct professor for Webster University in Phoenix, Arizona, teaching negotiation skills. He joined the Federal Mediation and Conciliation Service (FMCS) in 1977 as a mediator in St. Louis, following eight years as Business Manager and President for the Office and Professional Employees International Union, (OPEIU), Local 13. In 1992, he relocated to the FMCS Mobile, Alabama office. In 1995, he was appointed Regional Director for the FMCS Midwestern Region based in Cleveland, Ohio. In 1998, he was appointed National Deputy Director for FMCS in Washington, D.C. where he was involved in several of the largest and most significant collective bargaining disputes in the country. He is a current member of the Arizona Labor Arbitrators Forum, and a board member of the Arizona Industrial Relations Association. He is Past President of both the Gateway and Alabama Chapters of the IRRA.

Mr. O'Brien has over thirty years of practical experience in problem solving and conflict resolution in the private, public, and federal sectors. Mr. O'Brien has assisted management and labor groups in implementing grievance mediation systems. He provides arbitration and mediation services including grievance mediation. He has trained extensively in the art of communication and interpersonal skills in order to improve labor-management relations. Additional training programs include interest-based bargaining and supervisor-steward training. In addition to training FMCS mediators, Mr. O'Brien was recognized internationally when he was assigned to train mediators in the Republic of Panama, Vorkuta and Moscow, Russia.

Tom O'Brien earned a B.A. from Webster University in the field of Labor-Management Relations and Administration. He has served as an adjunct faculty member at Webster University, Washington University, Southern Illinois University, and St. Louis Community College. He is a current member of the Arizona Labor Arbitrators Forum, and a board member of the Arizona Industrial Relations Association. He is Past President of both the Gateway and Alabama Chapters of the IRRA.

Contact Information: TOBVOB@aol.com
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