
TIMOTHY O'BRIEN

509-209-7391
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2410 S. Park Drive
Spokane, WA 99203

Experience

General Counsel/HR Manager, Inland Power and Light Company, 10110 W. Hallett Rd. Spokane, WA 99224 September 2015 - January 2024

- Addressed legal services in-house saving cooperative \$46,150 per year on average on out-side legal fees.
- Implemented individual retro and light duty programs obtaining refunds from the state on average of \$76,663 per year.
- Responsible for labor relations acting as Chief Negotiator at the bargaining table and administration of the labor agreement with IBEW Local 77.
- Created a respectful positive relationship with the labor union forgoing the need to arbitrate any labor disputes during my tenure.
- Facilitated a culture of safety with a .7421 L&I experience rating in 2020 and First Place in NWPPA Utility Safety Contest Award.

Labor Relations Director, Spokane County Labor Relations Unit, 901 North Monroe Court, Suite 350A, Spokane, WA 99260 March 2005 - September 2015

- Responsible for labor relations acting as Chief Negotiator and administration of over 20 collective bargaining agreements to include successfully navigating through the grievance process.
- Facilitate Health Care Committee and develop and implement Wellness Program
- Coordinate training and problem solving with Elected Officials, Department Heads and Supervisors.

Deputy Prosecuting Attorney/Civil Department, Spokane County Prosecutor's Office, 1100 West Mallon, Spokane, WA 99260 January 1999 - March 2005

- Legal Advisor to Spokane County Sheriff and Spokane County Human Resources Department
- Prepare and conduct litigation before Civil Service Commission, Labor Arbitrators, Administrative Law Judges and local courts.
- Ensure Spokane County is compliant with labor and employment laws.

Community Affairs Manager, Spokane County Prosecutor's Office, 1100 West Mallon, Spokane WA 99260 February 1995 - January 1999

- Develop and implement community prosecution program.
 - Supervised and automated victim services.
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- Draft and administer grants to include obtaining over \$1,250,000 in grants.

**Senior Associate, Chase, Hayes & Kalamon P.S., 601 West Riverside,
Spokane, WA 99201 January 1992 - February 1995**

- Advise, counsel and litigate labor and employment matters.
- Prepare and present material regarding new employment legislation (ADA, FMLA).

Education

- **Gonzaga University School of Law, Juris Doctorate - May 1990**
- **Gonzaga University, MBA - May 1990**
- **Western Colorado University, Bachelor of Arts, December 1985**

Fee Schedule

- Arbitration per diem: \$1,250.00 each day (8 - hours) of grievance arbitration hearing, travel, research, study and writing award.
 - Partial days will be charged at \$175.00 per hour.
 - Reimbursement for reasonable and customary travel and lodging costs from Spokane,WA. No charge for meals.
 - Cancellation Fees: If hearing is cancelled with less than 30 days notice, one day's fee and any non-refundable expenses are required.
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