

ARBITRATOR MICHAEL T. LOCONTINO, ESQ.

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LABOR AND EMPLOYMENT LAW EXPERIENCE

2021 – Present. Labor and Employment Arbitrator/Mediator. Neutral and independent arbitrator, mediator, facilitator, fact finder and hearing officer specializing in labor and employment disputes between unions, employers and employees. Provides election and certification processes ("card check") services and training on interest-based bargaining techniques. **In-person and remote (Zoom) hearing capabilities.** Trained by AAA and FMCS in labor, employment and commercial arbitration. Apprentice to National Academy of Arbitrators members Mark Irvings and David Gaba in labor, employment and MPPAA disputes. Participant in 2023 NAA New England arbitrator salon. Work includes public and private sectors, and all aspects of collective bargaining relationships.

Recent Publications include service on the Board of Editors for Will Aitchison, David Gaba & Jonathan Downes, *Interest Arbitration* (Miller, Vannoy and Scott 3d ed., LRIS Books, 2022). Co-author of a forthcoming publication on drug testing the workplace (LRIS Books, 2026). Published awards include: *Constellis*, 2023 BNA LA 241 (May 15, 2023). *Teamsters Local 320 and Chisago County (MN)*, MN BMS Nos. 23-PA-1511 et seq. (Aug. 18, 2023). *AFSCME Local 974 and Oregon Dept. of Corrections*, OR Empl. Rel. Bd. (May 6, 2024). *IAFF Local 610 and City of Iowa City*, Iowa Public Empl. Rel. Bd. No. 0323 (interest arb., May 30, 2024). *Minnesota Nurses Assn. and LakeView Mem. Hosp.*, FMCS No. 230606-06733 (remedial order, Sept. 19, 2024). *Teamsters Local 238 and Muscatine Co. (IA)*, IA PERB No. 1102 (interest arb., Nov. 1, 2024). *Clackamas Co. (OR) Peace Officers' Assn. and Clackamas Co.*, OR ERB PM-223 (police misconduct, Dec. 16, 2024). *Lab. Arb. Decision*, 2024 LA 373 (2024). *Int'l. Bhd. of Teamsters Local 792 and Reyes Coca-Cola*, FMCS No. 250414-05335 (Oct. 15, 2025; published by MN BMS).

Direct Appointment Panels include Bristol Co. (MA) Sheriff's Ofc. and MCOFU; Commonwealth of Massachusetts-Alliance; Port Authority of New York/New Jersey (Empl. Rel. Panel); NPMHU and USPS (Regular-CT, MA/RI and NH-VT-ME panels); and NYSED 3020-a (Teacher Tenure Panel). Former panel: APWU and USPS (Expedited-CT).

Neutral Listings National panel service with AAA, FMCS and NMB; regional service with Labor Relations Connection (New England). Other state / local panels include California: PERB, SMCS, Los Angeles City ERB / County ERC; Illinois ELRB; Iowa EAB; Massachusetts DLR; Michigan ERC; Montana BOPA; Nebraska CIR; Nevada GE-MRB; New Hampshire PELRB; New Jersey: BOM, PERC; Oregon ERB; Washington (state) PERC; and resume on file with: CO DLE, KS DOL, ME & PA LRBs, and Phoenix (AZ) ERB. Former rosters: PA BOM; VI PERB.

2016 – 2020. General Counsel, Curry College. (Previous title: College Counsel). Led bargaining with faculty (AAUP) and trades. Arbitration work included discipline & discharge, policy implementation and shift differentials. Policy work on remote operations, pandemic response, student mental health support, Title IX, data security, and surveillance cameras.

2006 – 2016. Deputy Director for Policy and Compliance, Harvard University. (Previous titles: Youth Protection Officer; Associate Director of Labor & Employee Relations). Negotiated Project Labor Agreements with construction trades unions, campus police union CBA, and multiple contracts with 4,500-member clerical-technical union. Med-arb and arbitration work included discipline & discharge, overtime, uniforms, and other contract terms. Directed policy development and compliance on whistleblowing, independent contractors, USERRA, FLSA, leaves, accommodations, communications and benefits. Oversaw campus-wide child safety standards and assisted on Title IX implementation.

2002 – 2006. Labor Relations Counsel, City of Boston. Negotiated collective bargaining agreements, policy implementation and interim issues with more than a dozen large civilian, police and fire employee labor unions. Arbitration work included discipline & discharge, overtime & police details, benefits & assignment.

RELEVANT TEACHING AND COMMUNITY SERVICE

2022 – Present. Instructor, The Labor Guild School of Labor-Management Relations. Nationwide online learning courses for labor and management representatives on *Drafting Contract Language, Interest-Based Bargaining* and *Hot Topics in Workplace Disputes*. Recent workshops on *Careers in Arbitration, the First Amendment, and Mock Arbitration*.

2014 – 2020. Member, Boston School Committee. Liaison to 12 collective bargaining units. Co-Led District Capacity Project with Boston Teachers Union/AFT-Massachusetts Education Partnership.

2008 – 2010. Adjunct Lecturer, Northeastern University School of Law. Legal writing and research program for first-year law students.

PROFESSIONAL ORGANIZATIONS

Labor and Employment Relations Association (LERA) Current Boston chapter President, recent co-chair of Central Pennsylvania chapter, and member of NorthStar chapter; former Higher Education Industry Council Co-Chair. Frequent conference panelist since 2008; recent discussion topics: *Ask the Arbitrator, AI in Arbitration, and Drug Testing* (2024 FMCS Triad), and *Building an Arbitrator's Practice* (2023). Moderated Ph.D. Papers on *K-12 Labor-Management Collaboration; Public and Private Sector Labor Issues in Higher Education; and Negotiation, Collective Bargaining & Workplace Dispute Resolution*. *Ask the Arbitrator* (2023, 2024) and *AI in Arbitration* (2024) panelist, Virginia chapter. *Ask the Arbitrator*, Oregon chapter (2025). Program committee, LERA Annual Meeting (2025, Minneapolis).

National Center for the Study of Collective Bargaining in Higher Education Professions annual labor-management conference panelist since 2011. Discussion topics have included *First Amendment; Discrimination in Religious Institutions; Collective Bargaining & Shared Governance; Labor & Education under Biden; Legal Update; Multi-Employer Negotiations in Higher Ed; Comparing Public and Private-Sector Bargaining; Part-Time Faculty & Graduate Student Organizing*; and *Social Media as Protected Activity in Negotiations & the Workplace*.

Other Notable Service: Moderator, *Best Practices in Public Safety Discipline* (LRIS training, Las Vegas – 2025). Conference co-chair and presenter on *Preparing for Arbitration*, URI/NAA New England Region Conference; *Choosing a Federal Sector Arbitrator*, SFLERP webinar; *Arbitrators from Afar*, NAA NorCal meeting; *Arbitration*, Catholic Labor Network; *NWSLPA organizing discussion* moderator, Univ. of Miami Sport Industry Conference. Moderated *NLRB developments under Biden*, Northeastern Univ. Sch. of Law Annual L&E Program. *AFT/NEA Contract Negotiations* moderator, annual MASS/MASC conference. Guest lecturer on *arbitration in athletics*, Univ. of Miami. NACUA CLE speaker on *collective bargaining*. MA CLE instructor on *Legislative & Drafting Processes*. Former Boston Bar Assn. Trad. Labor Law subcom. co-chair. Member, ABA LEL Section.

EDUCATION

Juris Doctor, Northeastern University School of Law. Bachelor of Arts, Florida State University.

ARBITRATION AND MEDIATION FEES; CANCELLATION

Fees: \$1,900 *per diem* for labor grievance arbitration. \$2,200 *per diem* for interest arbitration, mediation & fact finding.

Expenses: writing, research, pre-hearing conferences at full or fractional *per diem* rate, as applicable. **Note: Travel expenses for BMS matters are billed from Minneapolis.** Actual travel and out-of-pocket expenses billed as incurred; IRS rate for mileage. I do not charge for administrative overhead.

Cancellations: notices received in writing less than fourteen (14) calendar days prior to scheduled hearing date (exclusive of the hearing day) will incur one day's fee.

Revised 12/26/25