

## **MICHAEL T. LOCONTO, ESQ.**

**Local Address:** 3221 Elliott Avenue South  
Minneapolis, MN 55407

**Mailing Address:** P.O. Box 320133  
Boston, MA 02132-1901

**Email:** [mtl@locontoadr.com](mailto:mtl@locontoadr.com)

**Phone:** (617) 331-2112

### **LABOR AND EMPLOYMENT LAW EXPERIENCE**

**2021 – Present. Labor and Employment Arbitrator/Mediator.** Neutral and independent arbitrator, mediator, facilitator, fact finder and hearing officer 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 hearing capabilities.

Trained by the Federal Mediation and Conciliation Institute and apprentice to National Academy of Arbitrators members Mark Irvings and David Gaba in labor, employment and MPPAA/Taft-Hartley Trust Funds matters. Member, NAA New England arbitrator salon.

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).

Neutral Listings include private agencies and state panels and local panels in: California (Los Angeles County ERC, PERB and SMCS), Iowa PERB, Minnesota BMS, Montana BPA, Nebraska CIR, Nevada GEMRB, New Hampshire PELRB, New Jersey (BOM and PERC), Oregon ERB, Pennsylvania (BOM and LRB), Phoenix (AZ) ERB, Port Authority of New York/New Jersey ERP, U.S. District Court for the District of Western Pennsylvania, U.S. Virgin Islands PERB, and Washington (state) PERC. Resume on file with: Colorado Department of Labor & Employment, Kansas Department of Labor, and Maine LRB.

**2016 – 2020. General Counsel, Curry College.** (Previous title: College Counsel). Led multiple contract negotiations with faculty (AAUP) and trades. Arbitration work included discipline and discharge, policy implementation and shift differentials. Key policy work on remote operations, pandemic response, student mental health supports, 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 and discharge, overtime, uniforms, shift differentials and policy implementation. Directed policy development and compliance on whistleblowing, independent contractors, USERRA, FLSA, leave for new parents and domestic violence victims, nursing mother accommodations, social media use and transgender rights. 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 and discharge, overtime and police details, shift differentials, benefits & assignment.

### **RELEVANT TEACHING AND COMMUNITY SERVICE**

**2022 – Present. Instructor, The Labor Guild School of Labor-Management Relations.** Courses for labor and management representatives include *Drafting Contract Language* and *Interest-Based Bargaining*.

**2014 – 2020. Member, Boston School Committee.** Appointed by Mayor Martin J. Walsh (current U.S. Labor Secretary); liaison to 12 collective bargaining units. Co-Led District Capacity Project with Boston Teachers Union/AFT-Massachusetts Education Partnership. Facilitator, City of Boston’s Dialogues to Action on Race series.

**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)** service includes current Boston chapter President, former Co-Chair of the Higher Education Industry Council, and frequent annual conference panelist since 2008. Discussion topics have included *Building an Arbitrator’s Practice* (2023); Ph.D. Papers on *Organized Voice & Wages; Labor-Management Collaboration in K-12; Higher Education Labor & Employment; Public Sector Labor Issues in Higher Education; and Negotiation, Collective Bargaining, and Workplace Dispute Resolution.*

**National Center for the Study of Collective Bargaining in Higher Education Professions** annual labor-management conference panelist since 2011. Discussion topics have included *Discrimination in Religious Institutions* (2023); *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:** *NWSLPA organizing discussion* moderator, University of Miami Sport Industry Conference (2023). Moderated *NLRB developments under Biden*, Northeastern University School of Law Annual Labor & Employment Program. *AFT/NEA Contract Negotiations* moderator, annual MASS/MASC conference. Guest lecturer on *arbitration in athletics*, University of Miami. National Association of College & University Attorneys, former Committee on Legal Education member and CLE speaker on *collective bargaining*. Massachusetts CLE instructor on *Legislative & Drafting Processes*. Former Boston Bar Association, Traditional Labor Law subcommittee co-chair.

#### EDUCATION

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

#### BAR ADMISSION

Massachusetts (2002); U.S. Dist. Ct. (MA, 2003); U.S. Ct. of Appeal (1<sup>st</sup> Cir., 2003).

#### ARBITRATION AND MEDIATION FEES; CANCELLATION

Fees: \$1,850 *per diem* for labor grievance arbitration, interest arbitration and fact finding matters.

Expenses: writing, research, pre-hearing conferences at fractional *per diem* or hourly rate (as applied). **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.