

## ARBITRATOR MICHAEL T. LOCONTO, ESQ.

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### ARBITRATOR, MEDIATOR AND HEARING OFFICER EXPERIENCE

#### **Labor and Employment Arbitrator/Mediator**

June 2021 – Present

Neutral and independent arbitrator, mediator, early neutral evaluator, facilitator, fact finder and hearing officer in labor, employment and commercial disputes. Provides election and certification processes ("card check") services and training on interest-based bargaining techniques. **In-person and remote hearing capabilities.** Home office in Boston.

- **Industries and Issues:** Sectors include trades, clerical, construction, K-12 and higher education, public safety, dining services, athletics, transportation and beverage workers. Issues include discipline & discharge; contract interpretation; wages; disability/Title IX/discrimination/harassment; leaves; benefits; FLSA; USERRA; PLAs; interest arbitration.
- **Training:** FMCS Institute, "Becoming a Labor Arbitrator" (2021). Apprentice to NAA members Mark Irvings and David Gaba in labor, employment and MPPAA/Taft-Hartley Trust Funds matters. Member, NAA NE region salon.
- **Publications:** *Board of Editors* - Will Aitchison, David Gaba & Jonathan Downes, *Interest Arbitration* (Miller, Vannoy and Scott 3d ed., LRIS Books, 2022). Co-author, *Drug Testing in the Workplace* (LRIS Books, forthcoming - 2025). Select opinions reported: *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). *LAFF Local 610 and City of Iowa City*, Iowa Public Empl. Rel. Bd. No. 0323 (interest arb., May 30, 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).
- **Direct Appointment Panels:** include Commonwealth of Massachusetts-Alliance; APWU and USPS (Expedited-Connecticut); NYSED 3020-a (Teacher Tenure Panel); NPMHU and USPS (Regular-MA/RI and VT/NH/ME).
- **Rosters:** Arbitrator, mediator and fact finder rosters with the **American Arbitration Association** (Labor, Employment, and Pension/ERISA panels), **Federal Mediation and Conciliation Service** and other private, federal, state and local panels including:
  - California: PERB; SMCS; LA ERB; LA County ERC
  - Illinois Educational Labor Relations Board (K-12)
  - Iowa PERB
  - Labor Relations Connection (*New England*)
  - Massachusetts DLR
  - Michigan ERC
  - Minnesota Bureau of Mediation Services
  - Montana Board of Personnel Appeals
  - National Mediation Board (*rail, air labor disputes*)
  - Nebraska Commission on Industrial Relations
  - Nevada Gov't. Empl.-Mgmt. Rel. Bd.
  - New Hampshire PELRB
  - New Jersey: Board of Mediation and PERC
  - Oregon ERB
  - Pennsylvania LRB
  - Phoenix (AZ) ERB
  - U.S. Virgin Islands PERB
  - Washington (state) PERC
- **Memberships:** LERA (*national; NorCal & SoCal chapters*); SFLERP; ABA LEL.
- **Recent Speaking:** NAA NorCal meeting (2023); LERA/FMCS triad: *AI, ask the arbitrator & drug testing panels* (2024).

### RELATED EXPERIENCE

**Labor and Employment Relations Association (LERA)**, Boston chapter President 2022 – Present

**Labor Guild School of Labor-Management Relations**, Boston, MA; **Instructor** (*Contracts & IBB*) 2022 – Present

**Fenway Law LLC**, Boston, MA; **Solo Commercial Practice** December 2020 – December 2024

**Curry College**, Milton, MA; **General Counsel** (previous: College Counsel) February 2016 – November 2020

**Boston School Committee**, **Member** (Chair, 2018-2020) 2014 – 2020

**Northeastern University School of Law**, Boston, MA; **Lecturer** (*Legal writing & research*) 2008 - 2010

**Harvard University**, Cambridge, MA; **Deputy Director for Policy & Compliance and Youth Protection Officer**  
(Previous title: Associate Director of Labor & Employee Relations) August 2006 – January 2016

**City of Boston, Office of Labor Relations; Labor Relations Counsel** November 2002 – August 2006

**EDUCATION:** Northeastern University School of Law, *J.D.*; Florida State University, *B.A.*

**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:** *per diems* of \$1,900 – grievance arbitration; \$2,200 – interest arbitration (includes 2 hrs. travel). \$400/hour – other matters. **Travel expenses originate from Thousand Oaks.** No administrative overhead. Other policies on request.

**Cancellations:** less than fourteen (14) calendar days prior to scheduled hearing date will incur one day's fee.