MARGARET A. DONAGHY

Arbitrator and Mediator

(718) 309-8397 DonaghyADR@gmail.com

PROFESSIONAL STATEMENT

Seasoned neutral with 16 years of experience serving as an impartial adjudicator and objective factfinder in thousands of cases. Over 12 years of experience in labor grievance and arbitration matters, collective bargaining, and employment law—gained from working both as a union official and as a management representative. Significant public sector and federal labor relations experience in all areas of collective bargaining.

EDUCATION

BOSTON COLLEGE LAW SCHOOL:
Juris Doctor (2000)

HOFSTRA UNIVERSITY:
Bachelor of Arts (1997)

FEDERAL MEDIATION AND CONCILIATION SERVICE:
Becoming A Labor Arbitrator (2025)

American Arbitration Association
Labor Arbitrator Training I & II (2026)

PANELS and ROSTERS

AAA Labor Panel
FMCS Roster of Arbitrators
New Jersey State Board of Mediation
Pennsylvania Bureau of Mediation
Labor Relations Connections
American Dispute Resolution (ADR) Center
Nevada Government Employee-Management Relations Board (EMRB)
Alaska Labor Relations Agency Roster
Montana Board of Personnel Appeals
Iowa Employment Appeal Board
MERC Grievance Arbitration Roster
California PERB
CA SMCS Panel of Private Arbitrators
Washington PERC
Oregon Employment Relations Board Arbitration Panel.

PROFESSIONAL EXPERIENCE

Donaghy Dispute Resolution LLC — Current
Arbitrator and Mediator
Nationwide practice based out of New York City

- Full-time arbitrator and mediator, specializing in labor matters. Available for remote and in-person hearings nationally.
- *Issues*: absenteeism; AWOL; bargaining; bargaining unit work; conduct (both on and off duty); contract interpretation; data security; disability; discrimination (age, race, sex, disability); discipline (suspension and discharge); drug and alcohol; FMLA, harassment; job performance; leave issues; management rights; past practice; performance appraisals; Privacy Act/Disclosure; promotion/selection; reasonable accommodation; retaliation and reprisal; safety and health conditions; seniority; table of penalties; threats/violence; work hours/scheduling/assignments; unfair labor practices; working conditions.

IFPTE, Judicial Council 1, AALJ — 2022-2025
Deputy National Grievance Chair
New York, NY

- Represented AALJ bargaining unit members in all matters arising from their CBA, including during the grievance process and as a designated representative in labor arbitration hearings.
- Engaged in interest-based bargaining with agency management on the national and regional levels.
- Provided grievance and arbitration training to local union shop stewards and provided advice and litigation support to the union's national executive board.

Social Security Administration — 2009-2025
Administrative Law Judge
New York, NY and Boston, MA

- Served as a federal administrative law judge in thousands of hearings over sixteen-year career. Developed strong hearing management skills, including efficient case processing and timely decision-making. Managed all aspects of the hearing process including taking testimony,

PROFESSIONAL ASSOCIATIONS

New York State Bar (2001)

American Bar Association, Labor and Employment Law Section

NYS Bar Association, Labor and Employment and Dispute Resolution Sections

LERA: NYC, NJ, LI, Boston, Philadelphia, Virginia, and Ohio chapters

Society of Federal Labor Relations Professionals (SFLERP)

Member of NAA-run Salons in New England, Ohio-Kentucky, and the Midwest

PRESENTATIONS

Administrative Channeling in the Federal Sector, Chicago-Kent Institute for Labor and the Workplace, Labor Relations and Law Conference, (Sept. 2025);

Shop Steward Training--IFPTE Judicial Council (JC) 1 (2022, 2023, 2025);

How to File a Grievance Training (2023, 2025);

Chair of Committee to Revise IFPTE JC 1 Constitution and Bylaws (2023);

Labor & Employment Litigation Highlights Affecting the ALJ Corp (2023).

- ruling on admissibility of evidence and motion; and issued decisions with findings of fact and conclusions of law.
- Known for handling challenging claimants and highly confidential information with sensitivity and integrity. Developed effective deescalation techniques to ensure orderly proceedings while permitting aggrieved parties to be heard;

Social Security Administration 2001-2009
Assistant Regional Counsel, Office of the General Counsel
New York, NY

- Represented the Agency in all aspects of its litigation practice, including advising Agency managers on labor and employment law matters, including proposals to discipline and remove employees; served as a management representative before labor arbitrators, the Merit Systems Protection Board (MSPB), and the Equal Employment Opportunity Commission (EEOC).
- Managed a robust federal court litigation docket. Represented the Agency in federal district and circuit courts, including arguing before federal district courts in New York and New Jersey and the Courts of Appeals for the Second and Third Circuits.

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SCHEDULE OF ARBITRATION CHARGES

I. PER DIEM

My per diem rate is $2,500.00. A hearing day is any portion of a day up to 8 hours. Time for research and preparation of the opinion and award is prorated in quarter-day increments.

II. CANCELLATION

A cancellation fee of one per diem for each hearing day will be charged for any case canceled within 21 calendar days of the scheduled start of the arbitration hearing. In addition to the per diem, I will bill the parties for any change fees or nonrefundable cancellation fees incurred because of rescheduling, postponement, or cancellation of a scheduled hearing.

III. EXPENSES

Travel expenses charged from Seattle, WA.

Travel on a day other than the hearing will be charged as follows: one half day for travel time up to four hours, one day for travel time over four hours.