



State of New Jersey
Board of Mediation

Resume of Panel Arbitrator

Name Margaret A. Donaghy

Business Email DonaghyADR@gmail.com

City New York City

State NY

ZIP 11364

Arbitration Experience

Full-time arbitrator and neutral

Mediation Experience

Ad Hoc Mediator and fact finder

Labor Relations or Labor Management Experience

More than 10 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. From 2022-2025, I served as the Deputy National Grievance Chair for IFPTE Judicial Council 1 where I represented the union and bargaining unit members in grievance and arbitration proceedings. I negotiated changes in working conditions with management pursuant to the CBA, including new agreements, memorandum of understanding and letters of intent; attended investigatory meeting; participated in labor management forums with the Agency; and trained members and other advocates on the CBA and grievance arbitration best practices.

From 2001-2009, I represented the Social Security Administration in all aspects of its litigation practice, including before labor arbitrators, the Merit Systems Protection Board (MSPB), and the EEOC. I Provided oral and written advice to Agency managers on labor and employment law matters, including proposals to discipline and remove employees. I argued before federal district courts in New York and New Jersey and the Courts of Appeals for the Second and Third Circuits. **Other**

Relevant or Equivalent Experience

Federal Administrative Law Judge (2009-2025): 16 years of experience serving as a judge for a large federal agency. Held thousands of due process hearing as an impartial adjudicator and objective factfinder.

I completed FMCS's Becoming a Labor Arbitrator course in January 2025 and apprenticed to several distinguished NAA arbitrators.

Area or Industries of Special Interest

Absenteeism; Arbitrability; 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; Personally Identifiable Information (PII)/Privacy Act; 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.

Education

Boston College Law School, JD, 2000

Hofstra University, BA, 1997 **Professional Affiliation/Association (Include Any Panel Membership)**

Panel Memberships:

Professional Affiliations: New York State Bar; American Bar Association, Labor and Employment Law Section; NYS Bar Association, Labor and Employment and Dispute Resolution Sections; Labor and Employment Association (LERA): NYC, NJ, Long Island, Philadelphia and Central Ohio Chapters; Society of Federal Labor Relations Professionals (SFLERP)

Arbitration Panels: FMCS; NJ State Board of Mediation, PA Bureau of Mediation; Labor Relations Connection, American Dispute Resolution (ADR) Center; Nevada Government Employee-Management Relations Board; Alaska Labor Relations Agency

Notes

Virtual Hearings; In-person hearings for those in agreement with safety protocols (please contact arbitrator regarding same)

Per Diem Fees: \$ 1800

Cancellation Notice

14 Calendar Days or Parties are Liable for Full Fee for the Cancelled or Postponed Day