

**MARGARET A. DONAGHY**  
Arbitrator, Mediator, Factfinder

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### **PROFESSIONAL STATEMENT**

Margaret Donaghys is a seasoned neutral with 16 years of experience serving as a judge for a large federal agency. In that role, she acted as an impartial adjudicator and objective factfinder in thousands of cases, consistently upholding the highest standards of neutrality and fairness. She also has extensive 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. This dual-sided expertise further reinforces her balanced and unbiased approach to dispute resolution. Additionally, Arbitrator Donaghys has significant public sector labor relations experience in all areas of collective bargaining.

### **NEUTRAL AND LABOR RELATIONS EXPERIENCE**

2009-2025: Administrative Law Judge, Social Security Administration

- Adjudicated benefit claims pursuant to the APA;
- Took testimony from claimants, witnesses, and experts;
- Ruled on admissibility of evidence;
- Evaluated voluminous records, including detailed medical records;
- Issued subpoenas, ruled on motions, and conducted pre-hearing conferences;
- Ruled on objections and reviewed briefs;
- Issued decisions with findings of fact and conclusions of law.

2022- 2025: Deputy Natl. Grievance Chair for IFPTE Judicial Council 1.

- Advised bargaining unit members about their rights under the CBA;
- Drafted grievances, served as a designated representative in labor arbitration proceedings, and wrote post-hearing arbitration briefs;
- Prepared Unfair Labor Practice (ULP) charges for filing before the Federal Labor Relations Authority (FLRA);
- Negotiated changes in working conditions with management pursuant to the CBA, including new agreements, memorandum of understanding, and letters of intent;
- Participated in Labor-Management forums with agency leadership to facilitate effective communication between labor and management.

2001-2009: Assistant Regional Counsel, Social Security Administration

- Represented SSA in all aspects of its litigation practice.
- Provided oral and written advice to Agency managers on labor and employment law matters, including proposals to discipline and remove employees;

- Represented the Agency before labor arbitrators, the Merit Systems Protection Board (MSPB), and the EEOC.
- Prepared answers and researched and wrote federal court briefs;
- Argued before federal district courts in New York and New Jersey and the Courts of Appeals for the Second and Third Circuits.

### 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, LI, Philadelphia, and Ohio

Society of Federal Labor Relations Professionals (SFLERP)

### EDUCATION

J.D. Boston College Law School, 2000

B.A. Hofstra University, 1997

### CERTIFICATIONS/TRAINING

- Labor Arbitration Institute, Philadelphia Labor Law & Arb. Conf. (July 2025)
- Becoming A Labor Arbitrator Certificate, FMCS, January 2025
- FMCS Arbitration Symposium, New Arbitrator Training (October 2023)
- SFLERP Annual Symposium, March 2023
- Avoiding Implicit Bias in the Adjudicatory Process (FMCS, October 2023)
- Rutgers Institute of Labor Studies & Employment Relations (March 2022)
- Bargaining Issues - Federal Service Impasses Panel (February 2022)

### 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).

### ISSUES:

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.

### ARBITRATION ROSTERS

FMCS; 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 of Arbitrators; Montana Board of Personnel Appeals Roster of Arbitrators.

### RATES/POLICIES

Per diem: \$2,200. 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.

Cancellation: \$2,200. Fee for each day cancelled within 21 days of hearing.

Travel: Expenses as incurred and travel time (over two hours) from closest business address charged at a prorated per diem. Mileage at the IRS rate.

Air Transportation: Actual cost of air transportation billed to parties. Travel time complies with Department of Homeland Security recommendations for arrival times prior to departure.