



Will Evans, Esq.

Milton, Massachusetts, United States of America

**Labor Experience**

Over 20 years of experience resolving labor and employment disputes. Prior to being an independent arbitrator and mediator, served as a hearing officer at the Massachusetts Department of Labor Relations; arbitrated, mediated, investigated, and adjudicated labor disputes between parties. As a labor and employment attorney in Boston, represented employers, unions, and individuals in mediation, arbitration, and all phases of administrative and court litigation, including before the Appeals Court and Supreme Judicial Court. Regularly provided training and wrote legal advisories on various aspects of labor, employment, and collective bargaining law.

**Issues**

Absenteeism, affirmative action, appointment, arbitrability, bargaining unit work, benefits, bumping, bypass, contract interpretation, details, discharge, discipline, discrimination, drug/alcohol, elections, evaluation, health/safety, job performance, layoff, management rights, overtime, past practice, promotion, protected activity, recall, representation, retirement, seniority, sexual harassment, strike, tenure, transfer, unilateral change, wages, and working conditions.

**Industries**

Experience in both the public and private sectors, including K-12 Education, Higher Education, Police and Fire, Municipalities, Hospitality and Health Care Facilities.

**Current Employer-Title**

Full-Time Labor Arbitrator and Mediator

**Work History**

Independent Arbitrator/Mediator, 2019 – Present; Neutral Member, Advisory Council, Massachusetts Department of Labor Relations, 2021 – Present; Hearing Officer/Arbitrator/Mediator, Massachusetts Department of Labor Relations, 2016 – 2019; Volunteer Mediator, Quincy District Courthouse, 2015 – 2016; Legal Counsel, Massachusetts Teachers Association, 2004 – 2014; Legal Counsel, Massachusetts Department of Revenue, 2002 – 2003; Associate, Nutter, 1999 – 2002; Summer Associate, Goulston & Storrs, 1997 – 1997.

**Education**

Harvard Law School (JD-1999); University of Massachusetts at Amherst (MAT-1996); Tufts University (BA-1992).

**Professional Licenses**

Admitted to the Bar: Massachusetts, 1999. Certification in Mediation:

*Will Evans, Esq.*

*Neutral ID : 4916029*

The AAA's Rules provide the AAA with the authority to administer an arbitration including, arbitrator appointment and challenges, general oversight, and billing. Accordingly, arbitrations that proceed without AAA administration are not considered AAA arbitrations, even when the parties select an arbitrator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual arbitrator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in an arbitrator's resume. If you have any questions about an arbitrator's experience or background, you are encouraged to contact your case manager.

Arbitrators on the AAA Roster are not employees or agents of the AAA.

Massachusetts, 2015; Teaching License: Massachusetts, 1992.

**Professional Associations**

The Labor Relations Connection, Panelist; American Bar Association, Labor & Employment Section; Boston Bar Association, Labor & Employment Section; Mediation Works, Inc.; Massachusetts Black Lawyers Association; Labor Employment Relations Association; United States Tennis Association.

**Recent Publications & Speaking Engagements**

"Employee Ownership and Labor Management Relations," Labor and Employment Law Conference, Newport, RI (November 2023) (CLE Program Moderator); "So Happy Together: The Care and Feeding of Healthy Collective Bargaining Relationships," New England Consortium of State Labor Relations Agencies, Albany, NY (June 2019) (CLE Program Moderator); "Mediation Practice Tips," Annual Workshop for Labor Relations Specialists, Cambridge, MA (May 2018) (CLE Program Panelist); "Mediation in the Adjudicatory Context," New England Consortium of State Labor Relations Agencies, Amherst, MA (April 2017) (CLE Program Panelist).

**Locations Where Parties Will Not be Charged for Travel Expenses**

Greater Boston Area

**Citizenship Languages**

United States of America  
English

**Compensation**

Hearing:	\$1600.00/Day
Study:	\$1600.00/Day
Cancellation:	\$1600.00/Day
Cancellation Period:	14 Days
Comment:	Arbitrator charges actual cost of reasonable expenses, including mileage and tolls.

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