



John G. McGough - Non-Attorney - Labor & Employment Consultant

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For approximately 25 years, John McGough has strategically navigated employers through countless challenging and divisive labor and employment issues with great success. Serving in a variety of senior federal, state, and local leadership public sector positions, McGough had responsibility for all aspects of management/human resources and labor relations.

As a non-attorney Labor & Employment Consultant, McGough's consulting practice is focused on all aspects of human resource policy-making and audits, employment investigations and workplace conflict resolution. McGough represents management in public sector collective bargaining, provides comprehensive recruitment & hiring services and is available to employers seeking an interim manager or human resource leader for their organization.

Prior to joining the firm, McGough served as New England Regional Director for the U.S. Department of Health & Human Services with responsibility for the 6 New England states of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont, as well as the Region's 10 federally recognized Tribes. As the primary New England representative for former DHHS Secretary Alex M. Azar II, McGough led the Secretary's whole-of-government response to COVID-19 through collaboration with Governors, State Health Officers, and locally elected officials. Secretary Azar additionally tasked McGough for a year to concurrently serve as Regional Director for the Southeast (AL, FL, GA, KY, MS, NC, SC, & TN), a total of 14 states.

Prior to his appointment with DHHS, McGough served for 7 years as Chief of Staff to former Maine Governor Paul R. LePage. As Chief, McGough was the principal advisor for the Governor to the Maine State Office of Employee Relations to successfully negotiate state bargaining agreements, advising cabinet and agency heads on managing grievances, arbitrations, and employee termination decisions and redesigning employee performance management tools.

Before serving the Governor, McGough held local government leadership positions including Director of Human Resources for the City of South Portland and Assistant City Administrator/Human Resources Officer for the City of Waterville. McGough is also a former Chief of Staff for the House Minority Leader in the Maine House of Representatives. He earned a Bachelor's and Master's Degree in Public Administration from the University of Maine system and resides in Brunswick, Maine.

Education

University of Maine, Orono, M.A., Public Administration, 2003

University of Maine, Augusta, B.S., Public Administration, 1993

Practice Areas

Employment and Labor Law

Member, Past and Present

- Chair, New England Federal Interagency Work Group on Opioids, 2018-2021
- Co-Chair, New England Federal Interagency Council on Homelessness, 2018-2021
- Chair, Whole Family Approach to Jobs Interagency Working Group, 2018-2021
- Institute for Civic Leadership, Pi Class Graduate, 2008-2009
- Maine Primary Care Association, Public Policy Committee, 2002-2004
- Good-Will Hinckley Home for Boys & Girls, Personnel Committee, 2002-2004
- Pi Alpha Alpha, Public Administration Honor Society Inductee, 2003
- City of Waterville Representative to the Maine Service Center Coalition, 2001-2003
- Maine School Administrative District #75 School Board, 1993-1996
- Vice Chair, Topsham, Maine Housing Authority, 1994-1996
- Topsham, Maine Municipal Government Review Committee Member, 1990-1992