

Sarah Miller Espinosa, J.D.
Arbitrator. Mediator. Ombuds.

673 Potomac Station Drive #815 Leesburg, Virginia 20176

2215 Nott Street #179 Niskayuna, New York 12309

sarahmillerespinosa@gmail.com

EDUCATION:

JD	Law	University of Connecticut
BS	Industrial & Labor Relations	Cornell University

ARBITRATION ROSTERS and PANELS:

Federal Mediation and Conciliation Service Labor Arbitration Panel; American Arbitration Association Labor Arbitration Panel; National Mediation Board Arbitration Panel; Pennsylvania Bureau of Mediation, Department of Labor and Industry, Arbitration Panel; New Jersey Public Employment Relations Commission; Cornell University Roster of Neutrals; Board of Education of the City School District of the City of New York and the United Federation of Teachers, Local 2, AFT, AFL-CIO §3020-a panel; Nuclear Regulatory Commission Early ADR Mediation Panel; City of Baltimore Civil Service Commission hearing officer.

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2013-Present: Arbitrator. Mediator. Ombuds.: Arbitrate labor cases; mediate labor, employment, and regulatory disputes; serve as impartial ombuds for Montgomery College as well as not-for-profit association. **2009-2013:** served as the vice president of human resources and director of labor relations for Montgomery College. In these positions, served as chief negotiator for the college, which has three bargaining units, full-time faculty, part-time faculty, and staff. **2006-2009:** served as labor relations manager and chief negotiator for Montgomery County Government, which employed approximately 10,000 employees. In this position, oversaw the labor and employee relations programs and served as chief negotiator for the County, which has four bargaining units, police, professional fire, and general government workers, as well as the negotiations with the volunteer fire fighters association. **2004-2006:** Employed by the Connecticut Department of Labor as a full-time mediator charged with helping the parties to resolve disputes arising during collective bargaining as well as grievances and as the assistant general counsel for the State Board of Labor Relations, drafting decisions, conducting research, and representing the Board in administrative appeals. **1999-2003:** served as general counsel and chief negotiator for CEUI, Service Employees International Union Locals 511 & 506, representing a state bargaining unit of 5,000 service & maintenance employees as well as various municipal and board of education bargaining units (non-certified staff). Served as arbitration advocate. **1995:** Legislative Assistant, American Federation of State, Local, and Municipal Employees, District Council 37, served as assistant in Albany, NY office during the 1995 session of the New York State Assembly & Senate. **1994:** served as the Helsby intern with the New York State Public Employment Relations Board during the fall semester.

PROFESSIONAL CERTIFICATIONS/LICENSES/FELLOWSHIPS:

Law	New York
Certified Organizational Ombudsman Practitioner	International Ombudsman Association
2015 Higginbotham Fellow	American Arbitration Association
Labor Arbitrator Certificate	Scheinman Institute on Conflict Resolution, Cornell University, ILR School

Sarah Miller Espinosa, J.D.

PROFESSIONAL AFFILIATIONS:

Association for Conflict Resolution

American Bar Association

Labor & Employment Relations Association

International Ombudsman Association

Society of Federal Labor & Employee Relations Professionals

PRESENTATIONS, PUBLICATIONS, TRAININGS:

“Labor Relations: The Basics of Just Cause for Conflict Resolvers,” Co-Presented with Arbitrator Homer C. LaRue at the Association for Conflict Resolution’s Annual Conference, 2016

“Options for Resolving Conflict,” Montgomery College, 2016

“Ask the Arbitrators,” Panel Discussion at the Maryland LERA, February 2016

“Organizational Ombuds: Roles, Responsibilities, and Opportunities,” Panel Discussion at the Association for Conflict Resolution’s Annual Conference, 2015

“Mediation and Arbitration in Public Sector Collective Bargaining,” *ACResolution Magazine*, Summer 2014