

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

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EDUCATION:

JD	Law	University of Connecticut	1999
BS	Industrial & Labor Relations	Cornell University	1995

ARBITRATION ROSTERS and PANELS:

American Arbitration Association Labor Arbitration Panel; Federal Mediation and Conciliation Service Labor Arbitration Panel; National Mediation Board Arbitration Panel; New York Public Employment Relations Board Public Sector and Private Sector Voluntary Grievance Arbitration Panels; New Jersey Public Employment Relations Commission Labor Arbitration Panel; 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 Teacher Tenure Panel (2014-2019; 2021-Present); Maryland Transportation Administration & Amalgamated Transit Union Local 1300; Montgomery County Government and International Association of Fire Fighters Local 1664; United State Postal Service (USPS) and the National Association of Letter Carriers, AFL-CIO NALC Region 13/USPS Atlantic Panels (Regular Contract, Regular Discipline, LMOU Impasse); Nuclear Regulatory Commission Early ADR Mediation Panel; EEOC RESOLVE Mediation Panel; District of Columbia Public Employee Relations Board; Montgomery County Labor Relations Administrator (MCG and MCGEO, UFCW); Arlington County, Virginia Labor Relations Administrator; Fairfax County, Virginia Labor Relations Administrator.

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2013-Present: Arbitrator. Mediator. Ombuds, SME Dispute Resolution: Conflict resolution professional with expertise in arbitrating labor cases, mediating labor, workplace, and regulatory disputes, and in establishing impartial organizational ombuds programs. **2018-Present:** Extension faculty (part-time), Scheinman Institute on Conflict Resolution at Cornell University ILR School: Ethics in Mediation & Arbitration and co-instructor for Employment Law Mediation Training. **2019-2021:** Impartial Ombudsman, Prince William County Public Schools, Manassas, Virginia: served as founding impartial organizational ombuds. **2017-2019:** Part-Time Faculty/Adjunct Instructor: University of Maryland Baltimore County (UMBC) (Public Personnel Systems – undergraduate course) and Montgomery College (Conflict Resolution in the Workplace; Workplace Investigations & Employee Discipline – professional development courses). **2013-2016:** established the Montgomery College Office of the Ombuds and served as Impartial College Ombuds. **2009-2013:** served as the vice president of human resources, director of labor relations, and chief negotiator for Montgomery College. **2006-2009:** served as labor relations manager and chief negotiator for Montgomery County Government. **2004-2006:** Appointed and served as a full-time mediator charged with helping the parties to resolve disputes arising during collective bargaining by the Connecticut Department of Labor State Board of Mediation & Arbitration and as the assistant general counsel for the Connecticut 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 Service Employees International Union Locals 511 & 506

PROFESSIONAL CERTIFICATIONS/LICENSES/FELLOWSHIPS:

Law	New York
2015 Higginbotham Fellow	American Arbitration Association
Labor Arbitrator Certificate	Scheinman Institute, Cornell University, ILR

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators, Member; Association for Conflict Resolution, ACR Ethics Committee Co-Chair; Labor & Employment Relations Association, Virginia Chapter, President and Founding Board Member; Labor & Employment Relations Association, Dispute Resolution Section Ombuds Practice Lead; Ray Corollary Initiative, Inc., Board Secretary; Society of Federal Labor & Employee Relations Professionals, Member; International Ombudsman Association, Member; American Bar Association, Labor & Employment Law Section & Dispute Resolution Section, Member.

PRESENTATIONS, PUBLICATIONS, TRAININGS:

“Direct and Cross Examination”, Panelist, American Arbitration Association Educational Services, 2022; “Achieving Diversity in Labor Arbitrator Selection”, Moderator, Labor & Employment Relations Association Annual Conference, 2022; “Red Light/Green Light” Arbitrator Panel, Panelist, FMCS Symposium, 2021; “Organizational Ombuds”, Panelist, ADR Roundtable Discussion, Scheinman Institute on Conflict Resolution Cornell University ILR School, 2020; “Ask the Arbitrators”, Panelist, American Arbitration Association, Successful Labor Arbitration Techniques, 2019; “Ombuds Office: One Way to Partner in a Post-Janus World?”, Panel Moderator, Labor & Employment Relations Association Annual Conference, 2019; “Disciplinary Issues”, Panel Moderator, National Center for the Study of Collective Bargaining in Higher Education and the Professions Annual Conference, 2019; “Evidentiary Issues in Federal Sector Arbitration,” Panel Discussion, Society of Federal Labor and Employee Relations Professionals Symposium, 2019; “Finding a Seat at the Table: Enhancing Ombuds Impact”, Co-Presenter, International Ombudsman Association Conference, 2019; “The Organizational Ombuds: Enhancing Government Through Conflict Resolution,” *ABA Just Resolutions Newsletter*, September 2018; “Discipline in the Federal Sector”, Panel Moderator at SFLERP Symposium, 2018; “Can an Ombuds Office help resolve conflict and positively impact labor relations?”, Panel Moderator at Center for the Study of Collective Bargaining in Higher Education and the Professions Annual Conference, 2018; “Labor Relations: The Basics of Just Cause for Conflict Resolvers,” Co-Presenter at the International Ombudsman Association Annual Conference 2018, Center for Alternative Dispute Resolution Annual Conference, 2017, and Association for Conflict Resolution Annual Conference, 2016; “Ask the Arbitrators”, Panel Discussion American Arbitration Association/National Academy of Arbitrators, Philadelphia, November 2017; “Clarification – A Valid Exception to *Functus Officio*,” *ABA Section of Litigation Update*, Fall 2017; “Contract Language Interpretation in the Federal Sector”, Panel Discussion at SFLERP Symposium, 2017; “A Discussion of ACR Ethical Principles Across Workplace Practice Areas”, Panel Moderator, ACR Webinar 2017; “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 Annual Conference, 2015; “Mediation and Arbitration in Public Sector Collective Bargaining,” *ACR Resolution Magazine*, Summer 2014.