

**Public Employment Relations Board  
PO BOX 2074, ESP Agency Bldg. 2, Floor 20  
Albany, NY 12220-0074**

**RESUME OF PANEL ARBITRATOR**

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FULL NAME: Sarah Miller Espinosa

CITY, STATE, ZIP: Glenville, NY 12302

OCCUPATION: Arbitrator. Mediator. Ombuds.

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**EDUCATION:**

JD, Law, University of Connecticut, 1999  
BS, School of Industrial and Labor Relations, Cornell University, 1995

**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators, Member; Association for Conflict Resolution, ACR Ethics Committee Co-Chair; Scheinman Institute on Conflict Resolution at Cornell University, Board of Advisors; RCI (Ray Corollary Initiative), Board of Directors; Society of Federal Labor & Employee Relations Professionals; American Bar Association, Labor & Employment Law & Dispute Resolution Sections; Labor & Employment Relations Association; International Ombudsman Association; Licensed to practice law in the courts of New York State.

**ARBITRATION EXPERIENCE & TYPES OF ISSUES OR GRIEVANCES DISPOSED OF:**

**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 State Public Employment Relations Board Voluntary Arbitration Panel; 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; Maryland Transportation Administration & Amalgamated Transit Union Local 1300; District of Columbia Public Employee Relations Board; Montgomery County Government and International Association of Fire Fighters Local 1664; Montgomery County, MD Impartial Labor Relations Administrator; Arlington County, VA Impartial Labor Relations Administrator.

Issues handled include: absenteeism; arbitrability; bargaining unit work; conduct (off-duty); demotion; disability; discrimination; discipline (discharge); discipline (non-discharge); drug/alcohol offenses; fringe benefits; hiring practices; holidays; insurance; layoffs/bumping/recall; leave; management rights; official time; promotion; retirement; safety/health; seniority; sexual harassment; subcontracting; tenure/reappointment; union security; vacation; violence or threats; wages; work hours/schedules/assignments; working conditions.

**MEDIATION & FACT-FINDING EXPERIENCE:**

Nuclear Regulatory Commission Early ADR Mediation Panel (whistleblower and regulatory issues); EEOC Resolve Mediation Panel; mediated numerous workplace issues and grievances; mediated collective bargaining impasses.

**OTHER RELEVANT OR EQUIVALENT EXPERIENCE:**

**2017-Present:** Contributing Educator: Cornell University, Scheinman Institute on Conflict Resolution (Ethics in Mediation & Arbitration; Employment Law Mediation Training); **2019-2021:** Impartial Ombudsman, Prince William County Schools; **2013-2016:** established the Montgomery College Office of the Ombuds & served as Impartial College Ombuds. **2009-2013:** vice president of human resources and director of labor relations for Montgomery College. **2006-2009:** 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 as well as grievances 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. **1999-2003:** general counsel and chief negotiator for CEUI, Service Employees International Union Locals 511 & 506; **1996:** Legislative Assistant, AFSCME, District Council 37, Albany Legislative Office.  
**Labor Arbitrator Certificate, Scheinman Institute, Cornell University, ILR School**

**PER DIEM FEE:** \$ 2000

**ADJOURNMENT FEE:** \$ 2000 The full per diem rate for scheduled hearing dates is payable if notice of cancellation or postponement is received less than thirty (30) calendar days prior to scheduled hearing date(s).

**SUBMITTED BY ARBITRATOR Sarah Miller Espinosa on January 7, 2022**

Public Employment Relations Board  
PO BOX 2074, ESP Agency Bldg. 2, Floor 20  
Albany, NY 12220-0074

BILLING DISCLOSURE STATEMENT

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ARBITRATOR'S NAME: **Sarah Miller Espinosa**

The following is a description of my fees and expenses:

A) HEARING TIME.

(1) My per diem is \$2000 for each day or any part thereof spent hearing a case.

(2) If a hearing day exceeds 8 hours, I charge:

a second full per diem                       a prorated per diem

no additional charge                       other (describe) :

(3) Additional comments: The full per diem rate applies to all or any part of a hearing day. If the hearing day exceeds eight (8) hours, additional pro rata charges for the excess time may be made.

B) STUDY TIME.

(1) I charge \$ 2000 for each day spent in preparation of the opinion and award.

(2) This charge  will  will not be prorated for partial days devoted to such preparation.

(3) Additional comments: The per diem rate (rounded to the nearest half day) is applied pro rata on the basis of an eight (8) hour billed day to actual time spent in pre-hearing matters, in review of the record and briefs, in research, in preparation of the Decision and Award, and in any post-hearing matters.

C) TRAVEL TIME AND EXPENSES.

(1) When travel time plus hearing time exceeds                      hours in a calendar day:

Not applicable (no additional charge) in New York State.

I charge as follows (describe):

(2) I charge for actual, travel-related expenses incurred in connection with the case  YES  NO.

Where appropriate, a mileage charge for auto travel will be billed at:

Prevailing IRS rate                       Other (describe):

(3) When the scheduled hearing day(s) requires an overnight stay:

There is no charge, other than for lodging and subsistence.

I charge as follows (describe):

(4) Additional Comments: Reasonable charges may be made for necessary expenses of travel, mileage, lodging, and incidentals (tolls/parking) that are incurred from closest business office to hearing.

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of \$ 2000 will not be charged unless I receive notice of a postponement or cancellation:

Within        calendar days of the scheduled hearing date

Other (describe): The full per diem rate for scheduled hearing dates is payable if notice of cancellation or postponement is received less than thirty (30) calendar days prior to scheduled hearing date(s).

E) ADDITIONAL CHARGES. I charge separately for expenses incurred in connection with the following:

Docketing (describe): .....  Yes  No

Duplication .....  Yes  No

Fax .....  Yes  No

Finance or late payment charge (describe): .....  Yes  No

Postage .....  Yes  No

Secretarial .....  Yes  No

Telephone .....  Yes  No

Other (describe):

F) GENERAL TERMS.

(1) Billing for fees and expenses will be divided equally between the parties unless otherwise required by the collective bargaining agreement or the conditions of the appointment.

(2) Other conditions (describe):

G) OTHER INFORMATION/COMMENTS:

**SUBMITTED BY ARBITRATOR Sarah Miller Espinosa ON January 7, 2022**

**IMPORTANT**

**THIS FORM IS NOT INTENDED TO SUGGEST THE SERVICES FOR WHICH AN ARBITRATOR SHOULD OR SHOULD NOT CHARGE. IT PRESENTS THE MOST RECENT INFORMATION PROVIDED BY THE NAMED ARBITRATOR TO THE NEW YORK STATE PUBLIC EMPLOYMENT RELATIONS BOARD, WHICH BEARS NO RESPONSIBILITY FOR ERRORS OR OMISSIONS CONTAINED ON THE FORM, OR FOR VARIANCES IN ACTUAL PRACTICE BY THE ARBITRATOR.**