

**Public Employment Relations Board  
PO BOX 2074, ESP AGENCY BLDG 2, FLS 18 & 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 (2020 – Present); College of Labor and Employment Lawyers, Fellow (2024 – Present); Labor & Employment Relations Association (LERA), Virginia Chapter, Past President (2021-2022), Founding Board Member (2021-2025), Member (2021-Present); LERA (National) Dispute Resolution Section Ombuds Practice Lead (2019-2025); Association for Conflict Resolution, ACR Ethics Committee Co-Chair (2016-2023), Board of Directors (2015-2017), Workplace Section Co-Chair (2014-2015); Ray Corollary Initiative, Inc., Board Secretary (2021-2023), Board Member (2021-Present); American Bar Association, Labor & Employment Law Section & Dispute Resolution Section, Member (2013-Present); Society of Federal Labor & Employee Relations Professionals, Member (2013-Present), DC Chapter Treasurer (2018-2019); International Ombuds Association, Member (2013–Present)

**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 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); 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); Overseas Federation of Teachers, AFT, AFL-CIO, and Department of Defense Education Activity (DoDEA)

Impartial Labor Relations Administrator: Montgomery County, MD Labor Relations Administrator (General Government Workers); Arlington County, VA Labor Relations Administrator; Fairfax County, VA Labor Relations Administrator; Fairfax County Public Schools Labor Relations Administrator; City of Charlottesville, VA 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; EEOC RESOLVE mediation panel; Office of Congressional Workplace Rights Mediation Panel; former full-time mediator at the State of Connecticut Department of Labor, State Board of Mediation & Arbitration; Various Ad Hoc mediations to resolve collective bargaining disputes, grievances, and workplace disputes; Fact-Finder in public sector collective

bargaining disputes

**OTHER RELEVANT OR EQUIVALENT EXPERIENCE:**

2019-Present: Scheinman Institute, Cornell University ILR School, Ithaca, New York, Senior Extension Associate (2022- Present) & Contributing Instructor (2018-2022): part-time instructor for neutral education programs, including Professional Mediation Certificate Program (Ethics in Mediation & Arbitration; Employment Law Mediation Training) and Labor Arbitrator Development Program; Prince William County Public Schools, Manassas, Virginia, Impartial Ombudsman (2019-2021): served as founding impartial organizational ombuds assisting employees, parents, and community members informally resolve conflicts; University of Maryland Baltimore County (UMBC), Catonsville, Maryland, Adjunct Faculty (2017-2018): instructor for undergraduate course (Public Personnel Systems); Montgomery College, Office of the Ombuds, Rockville, Maryland, College Ombuds (2013-2016): established the Montgomery College Office of the Ombuds and served as founding Impartial College Ombuds; Montgomery College, Vice President of Human Resources, Development, & Engagement (2011-2013) and Director of Labor Relations & Employee Engagement (2009-2011): chief negotiator for Montgomery College; oversaw labor relations, employee engagement, recruitment, classification, benefits, risk management, and records administration; Montgomery County Government, Labor Relations Manager (2006-2009): served as chief negotiator for Montgomery County Government and oversaw labor relations program and staff  
State of Connecticut Department of Labor, Board of Labor Relations, Assistant General Counsel (2005-2006) and State Board of Mediation & Arbitration, Mediator (2004-2005): Drafted decisions, conducted research, and represented the Board of Labor Relations in administrative appeals; appointed and served as a full-time mediator charged with helping the parties to resolve disputes arising during collective bargaining; Service Employees International Union Locals 511 & 506, 1999-2003: Assistant to the President (1999-2002) and Chief Negotiator & General Counsel (2002-2003): chief negotiator for NP-2 State of Connecticut bargaining unit and municipal and non-certified school board bargaining units; arbitration advocate; supervised professional staff; coordinated legal services provided by outside counsel.

**Labor Arbitrator Certificate, Scheinman Institute, Cornell University, ILR School**

**PER DIEM FEE:** \$ 2700

**ADJOURNMENT FEE:** \$ 2700

**SUBMITTED BY ARBITRATOR Sarah Miller Epinosa ON February 3, 2025**

Public Employment Relations Board  
PO BOX 2074, ESP AGENCY BLDG 2, FLS 18 & 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 \$2700 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 \$ 2700 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): Per diem charges may be made on a pro rata basis to time spent traveling to and from the hearing, if the hearing is held more than 180 miles from closest office address (Glenville, NY).

(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): lodging.

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

D) POSTPONEMENT OR CANCELLATION FEES.

A fee of \$ 2700 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 February 3, 2025.**

**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.**