



Committee: Directly to Council
Staff: Selena Mendy Singleton, Esq., Clerk of the Council
Purpose: To interview
Keywords:

AGENDA ITEM #19
November 30, 2021
Interview

SUBJECT

Interview County Executive's appointee as Labor Relations Administrator

EXPECTED ATTENDEES

Sarah Espinosa

COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION

None.

DESCRIPTION/ISSUE

Ms. Espinosa is being interviewed as the County Executive's appointee as Labor Relations Administrator under the County's Collective Bargaining Law. Confirmation is tentatively scheduled for December 7, 2021.

SUMMARY OF KEY DISCUSSION POINTS

Not applicable.

This report contains:

Memorandum and appointment documents from County Executive	© 1-2
Draft resolution	© 3
Ms. Espinosa's resume	© 4-5

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OFFICE OF THE COUNTY EXECUTIVE

Marc Elrich
County Executive

MEMORANDUM

October 26, 2021

TO: Tom Hucker, President
Montgomery County Council

FROM: Marc Elrich, County Executive 

SUBJECT: Appointment and Confirmation of Sarah Espinosa as Labor Relations Administrator
under the County's Collective Bargaining Law

Section 33-103, Labor Relations Administrator, of the County's Collective Bargaining Law, provides for the appointment of a Labor Relations Administrator to implement and administer various sections of the Law, including specific duties as enumerated under this Section. This Law covers eligible employees in the Office, Professional, and Technical (OPT) and the Service, Labor and Trades (SLT) bargaining units. The position is now vacant.

As provided by the Law, the County Executive must appoint the Labor Relations Administrator from a list of five nominees agreed upon by any certified representative and the Chief Administrative Officer, subject to confirmation by the County Council.

This is to advise you that, in accordance with the law, and subject to your confirmation, I am hereby appointing Sarah Espinosa as the County's Labor Relations Administrator under the County Collective Bargaining Law.

The Municipal and County Government Employees Organization, United Food and Commercial Workers, Local 1994, the certified representative of employees covered by the Law, concurs in this appointment of Sarah Espinosa as Labor Relations Administrator to serve a five-year term.

Ms. Espinosa is an attorney and adjunct professor at Cornell University, Scheinman Institute on Conflict Resolution (Ethics in Mediation & Arbitration; Employment Law Mediation Training). She has extensive experience in labor and employment law in the private, public, and federal sectors including extensive service as an arbitrator with the American Arbitration Association and the Federal Mediation and Conciliation Service. She previously served as the Labor Relations Manager and Chief Negotiator for Montgomery County Government, giving her firsthand knowledge of the County. She is a graduate of Cornell University and has a Juris Doctor from the University of Connecticut.

Enclosures

APPOINTMENT

PURSUANT TO THE AUTHORITY VESTED TO ME UNDER SECTION 215 OF THE
CHARTER OF MONTGOMERY COUNTY, MARYLAND, I HEREBY APPOINT

Sarah Espinosa.

TO SERVE AS Labor Relations Administrator under the County's Collective Bargaining Law

THIS APPOINTMENT SHALL BE EFFECTIVE UPON CONFIRMATION BY THE COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND.


MARC ELRICH
COUNTY EXECUTIVE

10/26/2021
DATE

Resolution No.: _____

Introduced: _____

Adopted: _____

COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND

By: County Council

Subject: Appointment of Labor Relations Administrator under the County Collective Bargaining Law

Background

1. The County Executive appoints the Labor Relations Administrator, subject to confirmation by the County Council.
2. The position is vacant.
3. As provided by the Law, when a vacancy occurs, the procedure to be followed is for the appointment of a replacement to serve a five-year term.
4. As provided by the Law, the County Executive must appoint the Labor Relations Administrator from a list of five nominees agreed upon by any certified representative and the Chief Administrative Officer, subject to confirmation by the County Council.
5. The County Executive's appointment of Sarah Espinosa is before you for confirmation.

Action

The County Council for Montgomery County, Maryland, approves the following:

Sarah Espinosa is appointed as Labor Relations Administrator for a term of five years.

This is a correct copy of Council action.

Selena Mendy Singleton, Esq.
Clerk of the Council

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

SME Dispute Resolution, LLC
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301-828-8566

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); Maryland Transit 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; City of Baltimore Civil Service Commission Chief Hearing Officer.

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2013-Present: Arbitrator. Mediator. Ombuds.: Arbitrate labor cases; mediate labor, employment, and regulatory disputes; serve as impartial ombuds. **2019- 2021:** Impartial Ombudsman at the Prince William County Public Schools, Manassas, Virginia. **2017-Present:** Adjunct Faculty/Contributing Educator: Cornell University, Scheinman Institute on Conflict Resolution (Ethics in Mediation & Arbitration; Employment Law Mediation Training). **2013-2016:** established the Montgomery College Office of the Ombuds & served as Impartial College Ombuds. **2009-2013:** served as the vice president of human resources and director of labor relations 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:

Licensed to practice law
2015 Higginbotham Fellow
Labor Arbitrator Certificate

New York State
American Arbitration Association
Scheinman Institute, Cornell University, ILR

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators, Member; Scheinman Institute on Conflict Resolution, Cornell University ILR School, Board of Advisors; Association for Conflict Resolution, ACR Ethics Committee Co-Chair; Labor & Employment Relations Association, Virginia Chapter, President; DC Chapter, Member; Maryland Chapter, Member; Society of Federal Labor & Employee Relations Professionals D.C. Chapter Member; American Bar Association, Labor & Employment Law Section & Dispute Resolution Section, Member; International Ombudsman Association, Member.

PRESENTATIONS, PUBLICATIONS, TRAININGS:

“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,” *ACResolution Magazine*, Summer 2014.