SANDRA JOSEPH

Labor Arbitrator | Mediator

347-541-3250

Sandra@josephadr.com

PROFESSIONAL QUALIFICATIONS

Full-time labor arbitrator and mediator with 29 years of labor-management relations experience in highly unionized workplaces. Brings a practical understanding of labor and management perspectives, deep knowledge of collective bargaining relationships, and an evidence-based approach to dispute resolution.

Before becoming a full-time neutral, handled grievance and arbitration involving contract interpretation, discipline, discharge, seniority, scheduling, workplace investigations, employee conduct, and other disputes under collective bargaining agreements. Prepared and evaluated cases by analyzing contractual issues, developing strategy, organizing evidence, preparing witnesses, working with counsel, participating in arbitrator selection, and assessing settlement opportunities.

Conducts fair, efficient proceedings that give each party a full opportunity to present its case. Independently evaluates disputes based on the collective bargaining agreement, evidentiary record, applicable arbitral principles, and established past practice, with close attention to due process and clear, reasoned decision-making.

PROFESSIONAL EXPERIENCE

Labor Arbitrator and Mediator, Joseph ADR LLC | 2025–Present
Full-time, self-employed arbitrator and mediator.

Director of Human Resources, 1199SEIU United Healthcare Workers East | 2000–2024
Directed human resources and labor relations in a large, complex, unionized workplace. Reviewed hundreds of matters involving discipline, discharge, workplace conduct, and grievances. Conducted Workplace investigations. Represented the union in arbitration hearings, mediation sessions, and disciplinary proceedings.

Director of Human Resources, 1199SEIU Employment Training & Job Security Program | 1998–2000
Established and administered all aspects of human resources and labor relations.

Senior Labor Relations Specialist, New York-Presbyterian Hospital | 1995–1998
Administered the grievance process and participated in arbitration proceedings under multiple collective bargaining agreements. Participated in contract negotiations. Collaborated with union advocates on labor-management initiatives which resulted in a significantly reduced arbitration caseload.

ISSUES

Absenteeism and attendance; assignments; bargaining unit work; classification; compensation; contract interpretation; discipline and discharge; discrimination; due process; employee and workplace conduct; health and safety; investigations; job performance; just cause; leave administration; management rights; past practice; promotions; scheduling; seniority; labor-management relations.

INDUSTRIES

Healthcare; labor organizations and unions; nonprofit organizations.

ARBITRATION PANELS

- American Arbitration Association (AAA) – Panel of Labor Arbitrators
- Financial Industry Regulatory Authority (FINRA)
- Labor Relations Connection

ARBITRATION TRAINING & PROFESSIONAL DEVELOPMENT

- American Arbitration Association (AAA), Labor Arbitration Training Programs – September 2026
- Financial Industry Regulatory Authority (FINRA), Arbitration Training – August 2026
- American Bar Association (ABA), Arbitration Institute – June 2026
- National Academy of Arbitrators (NAA), 79th Annual Conference – May 2026
- National Academy of Arbitrators, Southwest Rockies Region, Conference – February 2026
- Labor and Employment Relations Association (LERA), national, and chapter programs – 2025-2026
- American Bar Association (ABA), labor and employment law and alternative dispute resolution conferences and educational programs – October 2025; February and June 2026
- National Academy of Arbitrators, Becoming a Labor Arbitrator – November 2025
- American Arbitration Association, Higginbotham Fellows – May 2018

MEDIATION TRAINING

New York Peace Institute, Mediation – 2026
American Bar Association, Advanced Mediation Skills – 2026

PROFESSIONAL ASSOCIATIONS

Member, American Bar Association – Dispute Resolution Section and Labor and Employment Law Section
Labor and Employment Relations Association – chapter affiliations in Long Island, Massachusetts, New Jersey, New York City, and Pennsylvania
Member of NAA Southwest Region Salon

EDUCATION

- Baruch College, City University of New York – BBA, Organizational Development, 1992

ARBITRATION FEE STATEMENT

Sandra Joseph

Arbitrator | Mediator

Fee Schedule:

Labor Grievance Arbitration: $1,800 per day.

- A full per diem fee will be charged for each hearing day scheduled.
- A hearing day is any day up to seven (7) hours, including hearing time, conferences, and all proceedings.

Pre-Hearing and Post Hearing Work

- Will be billed on a pro rata basis from the per diem rate.
- Includes conferences, review of submissions, motions, research, deliberations and award preparation.

Cancellation Policy: If a scheduled hearing is cancelled or postponed

- There will be no charge if notice is provided to the arbitrator 15 days or more before the first scheduled day of hearing.
- $1800.00 fee will be charged for each day cancelled if notice is provided to the arbitrator 14 calendar days or less of the first scheduled day of hearing.

Notice of cancellation must be provided in writing. The cancellation fee applies regardless of the reason for cancellation.

Travel and Expenses

The parties shall reimburse the Arbitrator for **reasonable travel-related expenses** incurred in connection with the arbitration, including but not limited to:

- Use of personal vehicle: Reimbursed at the then-current IRS standard mileage rat**e.**
- Airline, train, and ground transportation**:** Reimbursed at actual cost.
- Lodging and meals: Reimbursed at reasonable and customary rates.
- Parking, tolls, and other incidental travel expenses: Reimbursed at actual cost.

Travel time will be billed on a pro rata basis unless otherwise agreed by the parties.