



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Elinor S. Nelson, Ph.D.
Current occupation or profession: Arbitrator, Mediator, Fact-Finder-Labor and Employment
Business address: 5146 S Forestdale Circle, Dublin, CA 94568
Business Phone/FAX: (925) 560-5659 / (925) 895-4116 Information updated: 10/2016
Fax: (925) 560-5640
Email: emplrel1981@comcast.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 395 As interest arbitrator: 7
As mediator: 36 As fact-finder: 34

Employment with impartial labor relations administrative agencies: None.

Brief description of industries dealt with: Aerospace, aluminum, building products, clerical, coal, construction trades, corrections, public education (K-12, postsecondary, higher education), energy/power, federal government, food, healthcare, housing, hydropower, local government, machinery, manufacturing (miscellaneous), maritime, military, mining, nursing, office workers/clerical, paper products, packaging, police and fire, corrections, state government, transportation, utilities.

Brief description of issues dealt with: Wrongful discharge, discipline, discrimination (ADA-disability, state disability laws, Title VII, VI, IX, ADEA, Rehabilitation Act, sexual harassment, sexual orientation, gender, gender identity, age, religion, ethnicity, national origin, etc.), criminal background checks and programs, compensation/wages, benefits, drug and alcohol/substance abuse testing programs and offenses, arbitrability, work rules, sick leave, job evaluations, layoffs/recalls, bumping rights, management rights, sick leave, job classifications, job posting and bidding rights, absenteeism, FLSA, FMLA, leaves of absences, seniority, merit pay issues, contract interpretations (various), affirmative action, job assignment, benefits, conduct (off duty – on duty, personal, criminal), training programs, working conditions, union security and business, subcontracting/contracting out, work schedules, retirement, past practices, promotions, compensation, rates of pay, COLA pay, safety/health conditions, working conditions, tardiness, employee investigations,

EDUCATIONAL BACKGROUND:

Post-doctoral work: Labor & Employment Law, ADR, St. Louis University, 1983.
Ph.D., University of Minnesota, 1980 (Personnel Administration and Labor Relations/ Educational Administration).
M.A., University of Minnesota, 1976 (Personnel Administration and Labor Relations/Educational Administration).
B.A. Magna Cum Laude, Marshall University, 1974 (Speech Communications and Theatre Arts).

OTHER QUALIFYING EXPERIENCE:

The Employment Relationship – An ADR Firm

Title or position: President; Arbitrator-Mediator-Fact-Finder From: 1981 To: Present

St. Louis University

From: 8/81 To: 12/86

Title or position: Professor - Personnel Admin., Labor Relations, Educational Administration

Arbitrator apprenticeship with NAA arbitrators, St. Louis University From: 1981 To: 1983

University of Arizona

From: 8/90 To: 7/91

Title or position: Adjunct Professor - Personnel Admin., Labor Relations, Educ. Administration

University of Minnesota

From: 1978 To: 1980

Position: Directed extensive, collective bargaining research project with unions & school districts

Bureau of Mediation Services, St. Paul, MN

From: 1978 To: 1979

Title or position: Completed mediation training program

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Administrative and teaching credentials – Superintendent of Schools, Secondary School Principal, Secondary School Teacher.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Industrial Relations Research Association, Member since: 1977.

American Arbitration Association, Member since: 1981.

Society for Human Resources Management, Member since: 1983.

Serve on federal and state arbitrator rosters: FMCS, AAA, CSMCS, California-Hawaii-Alaska-Nevada-New Mexico- Idaho-Montana-PERBS, WA.-PERC.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-Finding, Grievance and interest mediation
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1,500 per diem fee for each hearing day (8 hour day) scheduled including study and research time, award writing and preparation time, travel time, and all related travel and office expenses; \$187.50/hour for pre-hearing motions, and pre-hearing administrative time plus all related expenses. No charge for one, simple pre-hearing conference call (max. time, 15 min.) to set a hearing date(s). Docketing fee: \$100; contact for fact-finding, mediation, and interest arbitration rates.

Cancellation, etc. fees: Per diem rate for each hearing day scheduled if less than 14 days notice; one-half per diem for each hearing day canceled if more than 14 days notice. If hearing is postponed and rescheduled with this arbitrator, postponement fee is one-half per diem rate for each hearing day postponed.

Travel/subsistence fees: Per diem as above for 8 hour day, plus all expenses.

Other fees charged: Please see hearing confirmation letter