

ELINOR S. NELSON, Ph.D.

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Present Occupation: **Arbitrator-Mediator-Fact-Finder of labor and employment disputes**

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PROFESSIONAL AFFILIATIONS:

Industrial Relations Research Association
American Arbitration Association
Society for Human Resources Management

EDUCATION:

Postdoctoral Work: Employment & Labor Law, ADR	St. Louis University-Law School, 1983
Ph.D. Personnel Admin. & Labor Relations	University of Minnesota, 1980
M.A. Personnel Admin. & Labor Relations	University of Minnesota, 1976
B.A. Speech Communications	Marshall University, 1974

CERTIFICATIONS:

Labor Arbitration- Apprenticeship with NAA Arbitrators	Missouri	1981-83
Labor Mediation and Fact-finding, Bureau of Mediation Services	Minnesota	1980

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Approximately 41 years of arbitration experience. Arbitrate labor and employment disputes for FMCS, AAA, state PERB's. Served on tripartite arbitration and factfinding panels, permanent and expedited panels. Also serve as a labor and employment Fact-finder and Mediator. 2001-2002: Assistant Vice President-Human Resources, California State University; 1981-86: Professor, St. Louis University, specializing in labor relations, collective bargaining, human resources administration. 1990-1991: Adjunct Professor, University of Arizona, specializing in labor relations, collective bargaining, human resources administration. 1978-80: Researcher, University of Minnesota, directed extensive two-year research project involving labor and management officials, which resulted in a predictive, practical model of collective bargaining processes and outcomes.

INDUSTRIES:

Aerospace, aluminum, coal, building products, construction trades, education (K-12, postsecondary, higher), energy/power, federal government, food, health care, housing, hydropower, labs, local government, machinery, manufacturing (varied), maritime, military, mining, nursing, office workers/clerical, paper products, packaging, pharmaceuticals, police (varied law enforcement) and fire, corrections, state government, utilities.

ISSUES:

Absenteeism, Affirmative Action, Arbitrability, Assignment of Work, Bargaining Unit Work, Benefits, Compensation, Conduct (Off-Duty, Personal), Contract Interpretation, Cost-of-Living Pay, Demotion, Discharge, Discipline, Discrimination (Disability, Gender, FMLA, Sexual Harassment, Age, Race, Religion, Ethnicity, National Origin, etc.), Drug/Alcohol Testing Programs and Offenses, Employee Investigations, Fair Labor Standards Act (FLSA), Family Medical Leave Act (FMLA), Hiring Practices,

Holiday, Insubordination, Job Assignment, Job Classification, Job Evaluation, Job Posting and Bidding, Layoffs/Bumping/Recall Rights, Leaves of Absence, Management Rights, Merit Pay, Past Practices, Performance Appraisals, Promotion, Rates of Pay, Retirement, Safety/Health Conditions, Schedule of Work, Seniority, Sexual Harassment, Sick Leave, Subcontracting/Contracting Out, Substance Abuse, Suspension, Tardiness, Training Programs, Union Business, Union Security, Working Conditions, Wages.

PERMANENT PANELS

AFGE/U.S. General Services Administration
IBEW/Alaska Court System
Alaska Public Employees Association/State of Alaska
Alaska State Employees Association/State of Alaska

ARBITRATION ROSTERS:

FMCS, American Arbitration Association; Washington PERC; Alaska PERB; Montana PERB; Hawaii PERB; Nevada PERB; California PERB; CSMCS; Idaho PERB; New Mexico PERB; Los Angeles City ERB; Los Angeles County ERC

PUBLISHED CASES:

California Public Employee Relations Journal, U.C.-Berkeley, April, 2004 (No. 165), pp. 69-70
California Public Employee Relations Journal, U.C.-Berkeley, June, 2012 (No. 206)
BNA Labor Arbitration Reports (online), 1996 LA Supp. 201052, pp. 1-13.
Labor Arbitration Awards 89-2 ARB 8533 Labor Arbitration Awards 92-2 ARB 8535

SIGNIFICANT PUBLICATIONS:

“Organizational and Process Characteristics Determining Collective Bargaining Outcomes in Public Education: A Comparative Case Analysis,” Doctoral Dissertation, University of Minnesota, 1980.

PER DIEM FEE: \$2,200 DOCKETING FEE: \$100

CANCELLATION FEE: (See Below)

Grievance Arbitration: \$2,200 for each scheduled or used hearing day, and for research, study, writing, and preparation of the Opinion and Award. A hearing day is any portion of a day up to eight hours. Research, writing, study, and preparation of the Opinion and Award will be prorated accordingly. \$275 per hour for prehearing motions, research, and study time plus all related expenses. No charge for one, simple prehearing conference call (maximum time: 15 minutes) with parties to set a hearing date(s).

Interest Arbitration, Fact-finding, Labor Mediation: \$2,500 for each scheduled or used hearing day, and for actual research, study, writing, and preparation of the Opinion and Award/Fact-finding Report. A hearing day is any portion of a day up to eight hours. Research, writing, study, and preparation of the Award/Report will be prorated accordingly. \$312.50 per hour for prehearing motions and study time plus all related expenses. No charge for prehearing teleconference (max. time: 30 minutes) to set hearing date.

Travel Time: Per Diem fee listed above is charged for any portion of a travel day up to eight hours. Travel time over eight hours in one day is prorated.

Expenses: Charges for all travel expenses (e.g., airfare, ground transportation, car rental, driver, hotel, meals, gasoline, automobile mileage at IRS expense rate, etc.). Charges for copying, postage, mailing, binding, telephone, fax, office supplies, administrative assistant, and all other, related office expenses.

Cancellation Policy: Per diem rate for each hearing day scheduled if 14 days or less 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. For

interest arbitration, fact-finding, labor/employment mediation, see case acceptance letter. **Detailed fee schedules will be forwarded to parties upon selection.**