



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	Elinor S. Nelson, Ph.D.
Current Profession	Arbitrator, Mediator, Fact-Finder-Labor and Employment
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Information Updated	October 2016

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 and Issues Dealt With

Industries: 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.

Issues: 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

Other Qualifying Experience

Firm or Organization	The Employment Relationship – An ADR Firm	
Position	President; Arbitrator-Mediator-Fact-Finder	
Impartial/Advocacy?	Impartial	From / To 1981 – Present
Firm or Organization	St. Louis University	
Position	Professor - Personnel Administration, Labor Relations, Educational Administration	
Impartial/Advocacy?	Impartial	From / To 08/1981 – 12/1986
Firm or Organization		
Position	Arbitrator apprenticeship with NAA arbitrators, St. Louis University	
Impartial/Advocacy?		From / To 1981 – 1983
Firm or Organization	University of Arizona	
Position	Adjunct Professor - Personnel Administration, Labor Relations, Educational Administration	
Impartial/Advocacy?	Impartial	From / To 08/1990 – 07/1991
Firm or Organization	University of Minnesota	
Position	Directed extensive, collective bargaining research project with unions & school districts	
Impartial/Advocacy?		From / To 1978 – 1980
Firm or Organization	Bureau of Mediation Services, St. Paul, MN	
Position	Completed mediation training program	
Impartial/Advocacy?		From / To 1978 – 1979

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).

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.

Availability and Fees

Availability: Grievance arbitration, Interest arbitration, Fact-Finding, Grievance and interest mediation

Constraints on Time: None.

Current Fees: \$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 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 Charges: Per diem as above for 8-hour day, plus all expenses.

Other Fees Charged: Please see hearing confirmation letter.