



# DISPUTE RESOLUTION PANEL

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## MEMBER INFORMATION

Name	Luella E. Nelson
Current Profession	Arbitrator, Mediator, Fact-finder
Mailing Address	4824 NE 42nd Avenue #159, Portland, Oregon 97218
Other Address	
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Website	
Information Updated	October 2020

### Experience as an Impartial in Labor Disputes (Number of Cases Handled)

As Grievance Arbitrator	hundreds	As Interest Arbitrator	dozens
As Mediator	hundreds	As Fact-Finder	Approx. a couple dozen

### Employment with Impartial Labor Relations Administrative Agencies

Organization	Oregon Employment Relations Board
Position	Public Member
From / To	09/2003 – 07/2004
Organization	National Labor Relations Board
Position	Counsel, Senior Counsel, Field Attorney
From / To	08/1976 – 08/1986
Organization	New York City Commission on Human Rights
Position	Urban Fellow (employed by Mayor's Office)
From / To	09/1972 – 05/1973

### Brief Description of Industries and Issues Dealt With

**Industries:** Aerospace, Agriculture, Airlines, Automotive, Bakery, Cement, Chemicals, Communications, Education, Federal Sector Grievance, Feed & Fertilizer, Food (Manufacturing/ Processing/ Service), Grain Mill, Health Care, Hotel/Restaurant, Hospitals/ Nursing Homes, Insurance, Local Government, Manufacturing Misc., Maritime, Meat Packing, Nuclear Energy, Organizations, Packaging, Paint & Varnish, Plastics, Police & Fire, Printing & Publishing, Prison Guard, Pulp & Paper, Retail Stores, Services, Transportation, Trucking & Storage, Utilities, Warehousing.

**Issues:** Absenteeism, Affirmative Action, Alcohol/Drug Abuse, Arbitrability of Grievance, AWOL, Bargaining Unit Work, Benefits Denial, Conduct (Off Duty/Personal), Contracting Out, Demotion, Discharge, Discipline, Discrimination, Executive Compensation, Fair Share Fee, Fringe Benefits, Grievance Mediation, Health and Welfare, Insubordination, Job Performance, Job Evaluation, Job Posting/Bidding, Layoff/Bumping/Recall, Management Rights, Mergers/Consolidation etc., New/ Reopened Contract Terms, Official Time, Past Practices, Pension, Performance Appraisals, Private Sector Interest, Promotions, Public Sector Grievance/Interest, Rate of Pay, Reassignment, Reduction in Force, Report/ Call-in/Call-Back, Safety, Scheduling of Work, Seniority, Sexual Harassment, Shift Hours, Sick Leave, Subcontracting, Successorship, Tenure/Reappointment, Training, Transfer, Union Business, Union Security, Violence or Threats, Wages (Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay), Work Hours/Schedules/Assignments, Work Performance, Working Conditions, Wrongful Termination.

**Other Qualifying Experience**

Firm or Organization	<u>UMWA Health and Retirement Funds</u>	
Position	<u>Hearing Officer</u>	
Impartial/Advocacy?	<u>Impartial</u>	From / To <u>06/1974 – 08/1974</u>

**Educational Background**

J.D., Law, Harvard Law School, 1976.  
B.S., Cum Laude, Economics and Political Science, Macalester College, 1973.

**Professional Certifications and Licenses**

Admitted to bar, State of Oregon, 1976.  
Admitted to bar, State of California, 1984.  
Admitted to bar, U.S. District Court, N.D. of California, 1984.  
Admitted to bar, U.S. Supreme Court, 2018.

**Membership in Professional Organizations**

College of Labor and Employment Lawyers, Member since 2006; BOG since 2017  
National Academy of Arbitrators, Member since 1997.  
Association for Conflict Resolution, Member since 1984.  
Industrial Relations Research Association, Member since 1986.  
Bar Association of San Francisco, Member since 1981.  
American Bar Association, Member since 1976.  
Multnomah County Bar Association, Member since 1994.  
Oregon Women Lawyers, Member since 1991.  
Prof. Org. of Women in Employment Relations, Member since 1988.

**Availability and Fees**

- Availability:
- Grievance arbitration, Fact-finding.
  - Conducting hearings only virtually until an effective COVID vaccine has been widely disseminated and the pandemic has been beaten back. Offers a complimentary prehearing video practice session for participants who may need or want an introduction to videoconferencing.
- Constraints on Time: None
- Current Fees: \$2,800 per day for hearing, travel (over 4 hours) research, analysis, and prep of award. \$500 per hour for interest arbitration and for pre- and post-hearing conferences, motions, etc.
- Cancellation Fees: Per diem for each day scheduled if canceled within 28 days of first day scheduled.
- Travel/Subsistence Charges: Actual cost from nearest office.
- Other Fees Charged: For mediation and other non-hearing work, \$500 per hour.