



# DISPUTE RESOLUTION PANEL

## MEMBER INFORMATION

|                     |  |
|---------------------|--|
| Name                | Elinor S. Nelson, Ph.D.  |
| Current Profession  | Arbitrator, Mediator, Fact-Finder-Labor and Employment               |
| Mailing Address     | 5146 S Forestdale Circle, Dublin, CA 94568                           |
| Other Address       |  |
| Telephone           | (925) 560-5659 / (925) 895-4116                                      |
| Cell Phone          |  |
| Fax                 | (925) 560-5640   |
| Email               | <a href="mailto:emplrel1981@comcast.net">emplrel1981@comcast.net</a> |
| Website             |  |
| Information Updated | October 2020   |

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

|                         |      |                        |     |
|-------------------------|------|------------------------|-----|
| As Grievance Arbitrator | 500+ | As Interest Arbitrator | 20+ |
| As Mediator             | 40+  | As Factfinder          | 65+ |

### 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/prisons, public education (K-12, postsecondary, higher education), energy/power, federal government, food, healthcare, housing, hydropower, labs, local government, machinery, manufacturing (varied), maritime, military, mining, nursing, office workers/clerical, paper products, packaging, police (varied law enforcement) and fire, state government, transportation, utilities.

**Issues:** Discharge/termination, discipline, discrimination (disability, gender, gender identity, age, religion, ethnicity, national origin, race, sexual harassment, sexual orientation-ADA Title VII, VI, IX, ADEA, Rehabilitation Act.), FLSA, FMLA, criminal background checks/programs, compensation/wages, conduct (off and on duty, personal, criminal) benefits, COLA pay, demotion, drug/alcohol testing programs and offenses. drug and alcohol/substance abuse testing programs and offenses, arbitrability, work rules, sick leave, job evaluations, job assignments, hiring practices, holiday pay, layoffs/recalls, bumping rights, management rights, sick leave, job classifications, job posting and bidding rights, absenteeism, leaves of absences, seniority, merit pay issues, contract interpretations (various), affirmative action, job assignment, benefits, contract interpretations training programs, working conditions, union security and business, subcontracting/contracting out, work schedules, retirement, past practices, promotions, compensation, rates of 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-Factfinder   |           |                |
| Impartial/Advocacy?  | Impartial   | From / To | 1981 – Present |
| Firm or Organization | St. Louis University  |           |                |
| Position             | Professor - Personnel Administration, Labor Relations, Educational Administration; Arbitrator apprentice with NAA arbitrators,1981-83 |           |                |
| Impartial/Advocacy?  | Impartial   | From / To | 1981 – 1986    |
| Firm or Organization | University of Minnesota   |           |                |
| Position             | Researcher-Directed extensive, collective bargaining research project with unions & school districts                                  |           |                |
| Impartial/Advocacy?  | Impartial   | From / To | 1978 – 1980    |
| Firm or Organization | Bureau of Mediation Services, St. Paul, MN  |           |                |
| Position             | Trainee in mediation training program   |           |                |
| Impartial/Advocacy?  | Impartial   | From / To | 1978 – 1979    |
| Firm or Organization | California State University   |           |                |
| Position             | Assistant Vice President-HR, AA/EEO, Labor Relations  |           |                |
| Impartial/Advocacy?  | Advocacy  | From / To | 2001 – 2002    |

**Educational Background**

Post-doctoral work: Labor & Employment Law, ADR, St. Louis University- Law School, 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, Factfinding, Grievance and interest mediation  
• During COVID-19 pandemic, conducting hearings via videoconferencing (Zoom)
- Constraints on Time: None.
- Current Fees: \$1,800 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; \$225/hour for prehearing motions, and prehearing and 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 factfinding, mediation, and interest arbitration fees.
- 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.