ARBITRATOR/FACTFINDER/MEDIATOR BIO-
NEVADA EMPLOYEE-MANAGEMENT RELATIONS BOARD

ELINOR S. NELSON, Ph.D. Email: emplrel1981@att.net

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

First Business Address:
5146 S. Forestdale Circle
Dublin, California 94568
Phone: (925) 560-5659
Cell: (925) 895-4116
Fax: (925) 560-5640

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:
1981-Present: Arbitrator/Factfinder/Mediator. Arbitrate labor and employment disputes (see industries and issues below) for FMCS, AAA, and state PERB's. Served on tripartite arbitration panels, permanent and expedited panels. Also serve as a labor and employment Fact-finder and Mediator. 1981-86: Professor, St. Louis University, specializing in labor relations, collective bargaining, personnel 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, local government, machinery, manufacturing (miscellaneous), maritime, military, mining, nursing, office workers/clerical, paper products, packaging, police 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, FLSA, FMLA, Sexual Harassment, Age, Race, Religion, Ethnicity, National Origin, etc.), Drug/Alcohol Testing Programs and Offenses, Employee Investigations, Family Medical Leave Act, 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, Wage and Benefit Comparability.

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.

PUBLISHED CASES:

California Public Employee Relations Journal, U.C.-Berkeley, June, 2012 (No. 206)
California Public Employee Relations Journal, U.C.-Berkeley, April, 2004 (No. 165), pp. 69-70
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: $1,500 **DOCKETING FEE:** $100 **CANCELLATION FEE:** (See Below):

Grievance Arbitration: $1,500 for each scheduled or used hearing day, and for actual 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. $187.50 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: $1,500 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. $187.50 per hour for prehearing motions and study time plus all related expenses. No charge for one, simple prehearing conference call (maximum time: 30 minutes) with parties to set a hearing date(s).
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 the actual cost of travel expenses (e.g., airfare, ground transportation, car rental, lodging, meals, gasoline, automobile mileage at IRS expense rate). Charges for the actual cost of copying, postage, telephone, fax, cell phone, office supplies, administrative assistance, and any other, related office expenses.
Cancellation Policy: 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 that 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 medication, see case acceptance letter. **Detailed fee schedules will be forwarded to parties upon selection.**

Revised: 1/8/15