LUELLA E. NELSON **FMCS-2951**

Email: Luella.Nelson@SBCGlobal.Net

Present Occupation: Arbitrator, Mediator, Factfinder, Special Master

First Business Address:
4306 NE Mason Street
Portland, OR 97218-1737
Phone: (503) 281-8343
Fax: (503) 281-8493

Second Business Address:
4096 Piedmont Avenue, #159
Oakland, CA 94611-5221
Phone: (510) 658-4959
Fax: (510) 658-9423

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators	American Bar Association	Labor & Employment Relations Assn
Association for Conflict Resolution	Oregon State Bar	Bar Association of San Francisco
Professional Organization of Women in Employment Relations	State Bar of California	Multnomah Bar Association
	Oregon Women Lawyers	Coll of Labor & Employment Lawyers

EDUCATION:

JD	Law	Harvard Law School, 1976
BS *cum laude*	Economics and Political Science	Macalester College, 1973

CERTIFICATIONS:

Law	Oregon	1976
Law	California	1983

ARBITRATION/MEDIATION/LABOR RELATIONS EXPERIENCE:

1986-Present: Arbitrator, Mediator, Factfinder, Special Master. Primarily labor and employment cases (see industries and issues below) from panels (see list below), rosters (see list below) and ad hoc appointments
2003-2004: Member, Oregon Employment Relations Board.
1981-86: Field Attorney, National Labor Relations Board (Oakland, CA). Investigated unfair labor practice and representation cases; litigated and settled unfair labor practices; held elections and hearings.
1976-81: Counsel and Senior Counsel, NLRB (Washington, DC). Drafted decisions, dissents, and speeches for Board Member; investigated internal EEO charges; bargaining committee and shop steward, NLRBPA.
Summer 1975: Hearing Officer, UMWA Health & Retirement Funds. Counseled pension applicants; investigated appeals of pension denials; conducted eligibility hearings; made eligibility determinations.
1972-73: New York City Urban Fellow, City Commission on Human Rights. Investigated charges of discrimination in employment, housing, public accommodations; drafted recruitment guidelines for architecture schools and reorganization plan for Commission staff; organized hearings on Vietnam-era veterans.

INDUSTRIES:

Aerospace, Agriculture, Airlines, Automotive, Bakery, Beverage, Cement, Cemetery, Chemicals, Clerical, Communications, Construction, Dairy, Education, Entertainment/Arts, Federal Sector Grievance, Feed & Fertilizer, Food, Grain Mill, Health Care, Hotel/Restaurant, Insurance, Local Government, Lumber, Manufacturing Misc., Maritime, Meat Packing, Mining, Nuclear Energy, Organizations, Packaging, Paint & Varnish, Plastics, Police & Fire, Printing & Publishing, Prison Guard, Private/Public Sector Interest, Public Sector Grievance, Pulp & Paper, Railroads, Retail Stores, Transportation, Trucking & Storage, Utilities, Warehousing

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ISSUES: Absenteeism, Affirmative Action, Alcohol/Drug Abuse, Arbitrability of Grievance, Assignment of Work, AWOL, Bargaining Unit Work, Benefits Denial, COLA, Contracting Out, Demotion, Discharge, Discipline, Discrimination, Environmental Pay, Fair Share Fee, Grievance Mediation, Health and Welfare, Holiday/Holiday Pay, Incentive Rates/Standards, Insubordination, Job Classification, Job Evaluation, Job Posting/Bidding, Jurisdiction, Layoff/Bumping/ Recall, Leave of Absence, Management Rights, Mergers/ Consolidation etc., Merit Pay, New/Reopened Contract Terms, Official Time, Other Fringe Benefits, Overtime, Past Practices, Performance Appraisals, Promotions, Rate of Pay, Reassignment, Reduction in Force, Report/Call-in/Call-Back, Safety, Scheduling of Work, Seniority, Severance Pay, Sexual Harassment, Shift Hours, Sick Leave, Subcontracting, Successorship, Tenure/Reappointment, Training, Transfer, Union Business, Union Security, Vacation/Vacation Pay, Violence or Threats, Working Conditions

PERMANENT PANELS: Kaiser Permanente/UFCW 555; Pac Bell/CWA; AT&T Mobility/CWA; Simpson Paper/UPIU; State of Alaska/ASEA, AFSCME 52; State of Alaska/LT&C, Public Ees 71; Santa Clara County/SEIU 715; East Bay Hospitality Ind Assn/HERE 28; Santa Clara Hospitality Ind Assn/HERE 19; IRS/NTEU; BART/ATU; AC Transit/ATU 192; SamTrans/ATU 1574; CTA/Cal Assoc Staff; San Francisco/DPOA; UC/UPTE; UC/AFT; CSU/CFA; FAA/NATCA; USDA FSIS/AFGE; US Dept of Homeland Security/AFGE
ARBITRATION ROSTERS: FMCS; NMB; USA&M; AAA; Oregon ERB; Wash PERC and MEC; Cal M&CS and PERB; Los Angeles City ERB; Montana Board of Personnel Appeals; Nevada Labor Comm'r; USDC, Northern Cal, Federal Panel; Office of Senate Fair Employment Practices; North American Agreement on Labor Cooperation

PUBLISHED CASES: 101 LA 46 (1993); 98 LA 1056 (1992); 97 LA 976 (1991); 92 LA 116 (1988) 95-1 ARB ¶5088 (1994); 94-2 ARB ¶4494 (1994); 93-1 ARB ¶3170 (1993); 92-1 ARB ¶8215 (1992); 91-2 ARB ¶8619 (1991); 90-1 ARB ¶8582 (1990); 89-1 ARB ¶8202 (1989); 88-1 ARB ¶8230 (1988)
SIGNIFICANT PUBLICATIONS: Contributor to *Discipline and Discharge in Arbitration* (BNA, 1998; 2000 supplement), and *The Developing Labor Law: the Board, the Courts, and the National Labor Relations Act*, Third Edition (BNA, 1992)

Grievance Arbitration: $2,200 per day for hearing, research, analysis, and preparation of opinion and award. A hearing day is any portion of a day up to 8 hours. A day for research, analysis, and prepa-ration of opinion and award is 4 to 8 hours; 1 to 4 hours are charged as a half day. No fee for the first hour of pre-hearing telephone conferences. All other time for pre- and post-hearing matters (e.g., telephone conferences, motions, review of documents, analysis, preparation of rulings) billed at $500 per hour.
Interest Arbitration, Mediation, Special Master, and Non-Labor (Employment) Arbitration: $500 per hour for all time spent (except first hour of pre-hearing or pre-mediation telephone conferences), with 4-hour minimum fee for each hearing or mediation session.
Travel: $2,200 per day for grievance arbitration if one-way travel time from nearest office exceeds 4 hours. For all other services, $350 per hour if one-way travel time exceeds 2 hours.
Expenses: Actual cost for transportation, food, lodging, and incidental expenses. Mileage at 60¢/mile or IRS rate, whichever is higher.
Cancellation Policy: If a hearing or mediation session is postponed or canceled within 28 days of the first scheduled day, per diem or 4-hour minimum, as applicable from above, for each scheduled day is charged unless the parties substitute another matter for the same day(s). For matters scheduled for 5 or more hearing days or mediation sessions, cancellation fee applies to scheduled day(s) removed from calendar at any time.
Billing Policy: Interim bills for fees and expenses after any hearing or mediation session lasting multiple days, between and after non-consecutive days on the same matter, and after days requiring air travel. Simple interest at 1.5% per month (18% per annum) may be added to accounts remaining unpaid after 30 days.