

## **Nancy Miller-Levin, Arbitrator**

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### **PROFESSIONAL EXPERIENCE**

2021-Present: Arbitrator

2009-2016: Adjunct Professor, Mitchell Hamline School of Law, St. Paul, MN

1993-2004: Attorney, Miller-O'Brien-Jensen, Minneapolis, MN

1989-1993: Attorney, Lathrop GPM Minneapolis, MN

### **PANELS**

Minnesota Bureau of Mediation Services,

Federal Mediation and Conciliation Services

Minnesota State Colleges & Universities, and Inter Faculty Organization

### **EDUCATION**

JD, Northeastern University School of Law, Boston, MA 1989

BA, College of St. Catherine, St. Paul, MN 1986

### **VOLUNTEER WORK**

Voter Protection Volunteer. Minnesota Disability Law Center volunteer attorney. Chair of Temple Israel Special Needs Committee, responsible for ensuring inclusion of people with disabilities and developing educational programs.

### **RECOGNITION**

Named as one of Minnesota's Top 40 Employment Litigation Lawyers in *Minnesota Journal of Law and Politics*. Among fewer than 5% of all Minnesota lawyers named as outstanding in a survey of over 2,000 peer attorneys, *Minnesota Consumer Guidebook to Law and Leading Attorneys*. Named as a "Super Lawyer" in *Minnesota Journal of Law and Politics*.

Recognized as North Star Lawyer providing at least 50 hours of pro bono legal services annually to low-income clients at no fee.

### **BAR ACTIVITIES AND PRESENTATIONS**

Wrote Minnesota State Bar Association's Labor and Employment Law Specialist Certification Exam, 2015 and 2017.

Minnesota State Bar Association Section on Labor & Employment Law Chair of Governing Council 2002, vice chair in 2001, secretary-treasurer in 2000, member of governing council 1999.

Presentations: Arbitrator Panel Discussion, 2024 MN Public Employers Labor Relations Association Summer Conference (August 7, 2024), "Evaluating the Impact of Recent Labor Arbitration Decisions" 2023 School Law Conference, Minnesota Continuing Legal Education (November 15, 2023), "Are you an independent contractor or an employee?" Technical Tools of the Trade (April 13, 2015), "Arbitration of Employment Law Claims" Hennepin County Bar Association (January 30, 2004)(Course Chair), "Challenges to Mandatory Arbitration Policies" Minnesota Institute of Legal Education (February 7, 2003)(Course Chair), "Employment Litigation: Perspectives from Plaintiffs' Counsel," Dorsey & Whitney (October 10, 2002), "Mandatory Arbitration Clauses in Employment

Cases" Minnesota Association for Justice (February 15, 2002), "Reeves, Hoover and their Aftermath," Minnesota Institute of Legal Education, (January 25, 2002)(Course Chair), "Reeves and Its Aftermath," Minnesota Institute of Legal Education (January 23, 2001), "Peer to Peer Student Harassment in Education," Human Rights Day 2000, Minnesota Department of Human Rights 17<sup>th</sup> Annual Conference (December 1, 2000), Guest lecturer on sexual harassment, College of St. Catherine January Expeditions, Career Development Course for Women (January 18, 2000, January 16, 2001, January 14, 2002), "Duty of Fair Representation and Its Collision With Individual Rights," Minnesota State Bar Association (November 18, 1999), "Strategic Insight for Handling Plaintiffs Employment Cases," Minnesota Association for Justice (October 15, 1999), "Americans with Disabilities Act," 1999 Midwest School for Women Workers (July 28, 1999), "ADA Sticky Issues," Minnesota State Bar Association (November 19, 1998), "Ethical Rules Governing *Ex Parte* Contacts With Current Or Former Employees Of An Adverse Party," Minnesota Association for Justice (August 15, 1998), "Handling the Plaintiffs Employment Case II: Strategic Insight," Minnesota Association for Justice (April 24, 1998), "Litigating the Harassment Claim," Minnesota Institute of Legal Education, (March 5, 1998), "NLRB Election Procedures," Minnesota Building and Construction Trades Council (July 31, 1997), "Handling the Plaintiffs Employment Case II: Strategic Insight," Minnesota Association for Justice (October 24, 1996), "NLRB Procedures," Minnesota Building and Construction Trades Council (July, 1995), "Mitigation of Damages," Minnesota State Bar Association (May 24, 1995), "Case Law Update," Minnesota Institute of Legal Education (January 17, 1995), "Overview of Americans With Disabilities Act," Central Conference of Teamsters (1994), "Demonstration - Mock Trial: Defamation Risks in Employment Today," Council on Education in Management (April 15, 1994), "The Negligent Employer," Council on Education in Management (April 15, 1994), "Minnesota Campaign Finance Reform Act" Minnesota AFL-CIO Convention (September, 1993)

## **PER DIEM**

The fee is \$1300 for all or any part of an eight-hour hearing day. Time spent on study and writing of the opinion and award is prorated. Non-hearing day travel time is prorated.

## **EXPENSES**

Automobile mileage is charged at the applicable IRS expense rate for use of my personal vehicle. Parties are charged for the actual cost of ordinary and customary expenses including airfare, meals, lodging, parking and ground transportation.

## **CANCELLATION POLICY**

A \$700 fee will be charged for each day reserved for travel and hearing if the hearing is canceled with less than 21 calendar days' and more than 14 days' notice prior to each such date. A \$1300 fee will be charged for each day reserved for travel and hearing if the hearing is canceled with 14 or fewer days' notice. Where I incur non-refundable expenses such as hotel cancellation fees due to late cancellation by the parties, such expenses will be billed to the parties in addition to the arbitrator cancellation fee.