

# ILAYDA ELMAS

Honolulu, HI • IlaydaElmasEsq@gmail.com • (808) 302-0205 • LinkedIn.com/in/ElmasIlayda

## Summary

Labor & Employment Counsel with nearly a decade of in-house and law firm experience advising on labor relations, employment law compliance, workplace investigations, dispute resolution, collective bargaining, commercial litigation, and risk mitigation. Skilled in conducting hearings, analyzing evidence, drafting findings, and issuing reasoned decisions in high-stakes labor disputes. Experienced in working with multiple unions, management, and legal teams to resolve conflicts fairly and efficiently. Known for impartial judgment, strong analytical writing, and deep knowledge of labor relations in unionized and regulated industries.

## Relevant Skills

- Labor & Employment Law
- Arbitration & Mediation
- Collective Bargaining & Contract Interpretation
- Risk Assessment & Dispute Resolution
- Cross-Functional Collaboration with HR, Legal, and Operations
- Workplace Investigations & Employee Relations

## Work Experience

### SENIOR ADVISOR, DISPUTE RESOLUTION

November 2022 – Present

*Hawaiian Airlines – Honolulu, HI*

- Manage the grievance process from intake through resolution, including case assessment, contractual analysis, hearings, decision writing.
- Handle high-stakes labor arbitrations involving multiple unions, developing strategies, managing pre-hearing processes, and drafting persuasive post-hearing briefs.
- Collaborate cross-functionally with internal business units and external labor partners to resolve complex contractual disputes.
- Support collective bargaining and provide neutral assessments of grievance outcomes to senior leadership.
- Deliver training to internal stakeholders on dispute resolution, risk management, and contract compliance.

### ASSOCIATE ATTORNEY/PARALEGAL

May 2021 – November 2022/July 2020 – May 2021

*Clay Chapman Iwamura Pulice & Nervell – Honolulu, HI*

- Represented clients in multi-party litigation, including commercial disputes, in state and federal courts.
- Conducted mediations and settlement negotiations in disputes ranging from \$25K to \$5M+, frequently resolving cases outside of trial.
- Drafted complex pleadings, trial briefs, and policy-related documents under tight deadlines.

### PARALEGAL

August 2018 – July 2020

*Marr Jones & Wang – Honolulu, HI*

- Assisted in workplace investigations, mediations, arbitrations, and litigation for management-side clients.
- Conducted legal research and analysis on labor law compliance and arbitration precedent.

### PARALEGAL

October 2017 – August 2018

*Dennis W.S. Chang, AAL – Honolulu, HI*

- Supported litigation and case preparation in workers' compensation and employment matters.

### ASSOCIATE ATTORNEY

October 2016 – March 2017

*MCL Law Office – Istanbul, Turkey*

- Represented clients in labor and employment disputes.

## Education

### LL.B., LAW, 2016

Istanbul University, School of Law

Istanbul, Turkey

*The Greatest Law School in Turkey, Union of Turkish Bar Associations, 2017*

### JURIS DOCTOR WITH ADVANCED STANDING, 2020

University of Hawaii at Manoa, William S. Richardson

School of Law

Honolulu, HI

*CALI Excellence for the Future Award for Lawyering Fundamentals and Legal Research*

*Lawyers Against Sexual Violence, President*

*Law and Business Organization, Chief Operating Officer*

*Hawaii Federal Trial Academy*

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August 25, 2025

## Billing Practices

Hourly Rate: \$250

Charges are made for each hour engaging in hearing, study, and preparation of Opinion and Award. The Arbitrator reserves the right to bill for scheduled hearings and travel days postponed or cancelled within thirty (30) or fewer days of the scheduled hearing.