



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Elizabeth C. Wesman, Ph.D.

Current profession: Arbitrator

Business address: 19215 SE 34th Street, Suite 106-308

City/State: Camas, Washington Zip: 98607

Business Phone: (360) 954-5217 Information current as of: 1/2016
Cell: (828) 699-1769
Email: ecwesman@aol.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 150 As interest arbitrator: 2 As fact-finder: 3

Employment with impartial labor relations administrative agencies: None.

Brief description of industries and issues dealt with:

Issues: Arbitrability, benefits, compensation, contract merger, discharge, discipline, discrimination, dress codes, fitness and ability, jurisdictional disputes, layoff and recall, management's rights, off-duty conduct, overtime, pension benefits, safety, scope/jurisdiction, seniority/bidding, sexual harassment, subcontracting, substance abuse, theft, union shop, vacation accruals, work scheduling.

Industries:

Public Sector: Community colleges, counties, correctional facilities (state and federal), hospitals, including VA, municipalities, police and fire departments, public housing authorities, public utilities, rehabilitation centers.

Private Sector: Various manufacturing, including aeronautical equipment, automotive parts, cardboard, chemicals, control valves, food products, furniture, electronics, machine tools, newspapers, paper products, retail sales, also private hospitals, private universities, railroads, transportation, and utilities.

OTHER QUALIFYING EXPERIENCE:

Whitman School of Management at Syracuse University From: 1981 To: 2000.
 Title or capacity: Assoc. Professor, Strategy and Human Resources/Industrial Relations

New York State School of Industrial & Labor Relations: Cornell University
 Title or capacity: Adjunct Prof. (1990-2000), Strategy and Human Resources/Industrial Relations; Lecturer (1980-1981), Department of Human Resource Studies, NYSSILR

LeMoyne College From: 1970 To: 1975.
 Title or capacity: Instructor, Department of Economics

EDUCATIONAL BACKGROUND:

A.B., Economics, Smith College.

M.A., Economics, Northwestern University.

Ph.D., Industrial Relations with minors in law and organizational psychology, New York State School of Industrial and Labor Relations – Cornell University.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators (currently Board of Governors), Member since: 2001.

National Association of Railroad Referees (President), Member since: 1993.

Labor and Employment Relations Association.

International Association for Conflict Management, Member since: 1988.

AVAILABILITY:

Grievance arbitration, Factfinding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1500 plus expenses until March 31, 2016
 \$1800 plus expenses after April 1, 2016

Cancellation fees: One day's fee on less than 15 days' notice.

Travel: One-half day for travel of more than 5 hours.

Other fees charged: Reasonable expenses – receipts always available, pro-rated fee for extended executive sessions or post-hearing conferences.