



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	Elizabeth C. Wesman, Ph.D.
Current Profession	Arbitrator
Mailing Address	19215 SE 34th Street, Suite 106-308, Camas, WA 98607
Other Address	
Telephone	(360) 954-5217
Cell Phone	(828) 699-1769
Email	ecwesman@gmail.com
Website	
Information Updated	March 2021

Experience as an Impartial in Labor Disputes (Number of Cases Handled)

As Grievance Arbitrator	150	As Interest Arbitrator	2
As Mediator	0	As Fact-Finder	3

Employment with Impartial Labor Relations Administrative Agencies

None

Brief Description of Industries and Issues Dealt With

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.

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.

Other Qualifying Experience

Firm or Organization	Whitman School of Management at Syracuse University		
Position	Associate Professor, Strategy and Human Resources/Industrial Relations		
Impartial/Advocacy?	Impartial - Academic	From / To	1981 – 2000

Firm or Organization	New York State School of Industrial and Labor Relations: Cornell University		
Position	Adjunct Professor, Rochester, NY, Extension Division		
Impartial/Advocacy?	Impartial	From / To	1990 – 2000
Position	Lecturer, Department of Human Resource Studies		
Impartial/Advocacy?	Impartial	From / To	1980 – 1981
Firm or Organization	LeMoyne College		
Position	Instructor, Department of Economics		
Impartial/Advocacy?	Impartial	From / To	1970 – 1975

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.

Professional Certifications and Licenses

None specified.

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 and Fees

Availability:

- Grievance arbitration, Fact-finding.
- Available and prefers to conduct virtual hearings. Arbitrator requires the parties to have a prehearing conference with the arbitrator at least two weeks before the hearing to discuss requirements for the hearing to go smoothly. There is no charge for the prehearing conference. Will conduct in-person hearings, if required, within 150 miles of home in Camas. Arbitrator has a written protocol for in-person hearings.

Constraints on Time: None.

Current Fees: \$2,000 plus expenses

Cancellation Fees: One day’s fee on less than 15 business days’ notice.



Travel/Subsistence Charges: 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.