

ELIZABETH C. WESMAN, Ph.D.

19215 SE 34<sup>th</sup> St., Ste 106-308  
Camas, WA 98607-8829

E-mail: [ecwesman@ecwesmanadr.com](mailto:ecwesman@ecwesmanadr.com)  
Cell: 828-699-1769

**EDUCATION**

A.B., Smith College (Economics); M.A., Northwestern University (Economics); Ph.D., New York State School of Industrial and Labor Relations – Cornell University (Industrial Relations; minors: law and organizational psychology)

**LABOR ARBITRATION PANELS**

American Arbitration Association  
Federal Mediation and Conciliation Services  
National Mediation Board  
Oregon Employment Relations Board  
Washington Public Employment Relations Commission

**PROFESSIONAL ASSOCIATIONS**

National Academy of Arbitrators  
National Association of Railroad Referees (Past President)  
Labor and Employment Relations Association  
International Association for Conflict Management

**ARBITRATION EXPERIENCE**

**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; Public Transportation.

**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 DECIDED**

Arbitrability; Benefits; Compensation; Contract Merger; COVID/other vaccine mandates; 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/Racial Harassment; Subcontracting; Substance Abuse; Theft; Union Shop; Vacation Accruals; Wage Rates; Work Scheduling

**EMPLOYMENT EXPERIENCE**

**Labor Arbitration/Mediation – Since 1981**

**Whitman School of Management at Syracuse University** – Associate Professor, Strategy and Human Resources/Industrial Relations, 1981-2000; Emeritus, 2000.

**New York State School of Industrial and Labor Relations: Cornell University** – Adjunct Professor, Rochester, NY, Extension Division, 1990 to 2000. Lecturer, Dept. of Human Resource Studies, NYSSILR, 1980-1981.

**Le Moyne College** – Instructor, Department of Economics, 1970 - 1975.

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**BILLING POLICY**

For the full information of the parties, my per diem rate for arbitration services is \$2500 for all time spent in travel, hearing, preparation of decision and executive session. Travel days and executive session time may be pro-rated according to the actual amount of time spent. It is my practice to charge one (1) day's fee for adjournment or cancellation upon less than fifteen (15) working days' notice.

**HEARING FORMATS**

Competent to hold virtual hearings, including hybrid hearings, as well as in-person hearings. Protocols for either format available upon request.

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