

**ELIZABETH C. WESMAN, Ph.D.**

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**Present Occupation:** Arbitrator and Mediator

**Business Address:**

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**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators; American Arbitration Association; International Association for Conflict Management; Labor and Employment Relations Association; National Association of Railroad Referees.

**EDUCATION:**

A.B., Economics, Smith College  
M.A., Economics, Northwestern University  
Ph.D., New York State School of Industrial and Labor Relations, Cornell University

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

Labor Arbitration/Mediation – Since 1981 (full-time since 2000).  
Whitman School of Management, 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, Department of Human Resource Studies, NYSSILR, 1980-1981.  
Le Moyne College – Instructor, Department of Economics, 1970 to 1975.

**INDUSTRIES:**

**Public Sector:** Colleges and Universities; Community Colleges; Counties; Correctional Facilities; Public Hospitals; Municipalities; Nuclear Storage Facility; Police and Fire Departments; Public Housing Authorities; Public Schools; Public Utilities; Rehabilitation Centers; Veterans Hospitals.

**Private Sector:** Aerospace; Automotive Parts; Broadcasting; Cardboard; Control Valves; Convention Facilities; Electronics; Food Service; Furniture; Gaming; Machine Tools; Meat Products; Newspapers; Nuclear Power Plants; Paper Products; Private Hospitals; Private Universities; Railroads; Telephone/Communications; Transportation; Trucking.

**ISSUES:**

Affirmative Action; Arbitrability; Benefits; Compensation; Contract Merger; Dereliction of Duty; Discharge; Discipline; Dress Codes; Employment Discrimination; Fitness and Ability; Health Insurance Benefits; Job Posting; Layoff and Recall; Managements Rights; Off-Duty Conduct; Overtime; Patient Neglect/Abuse; Pension Benefits; Retirement Benefits; Safety; Scope/Jurisdiction; Seniority/Bidding; Sexual Harassment; Strikes; Subcontracting; Substance Abuse (Alcohol and Drugs); Teacher Tenure; Theft; Union Shop; Vacation Accruals; Wages; Work Hours/Scheduling; Workplace Violence/Threats.

**PERMANENT PANELS (Prior and present):**

Crouse Hospital (Syracuse)/SEIU 1199 Quality Care Arbitration Panel  
Department of the Air Force/AFGE Expedited Arbitration Panel  
New York Power Authority/IBEW Arbitration Panel  
New York State/Public Employees Federation Panel  
New York State PERB/CSEA Disciplinary Panel  
Niagara Mohawk/IBEW Expedited Arbitration Panel  
Various Public Law Boards under the RLA

**ARBITRATION ROSTERS:**

American Arbitration Association  
Federal Mediation and Conciliation Service  
National Mediation Board  
Registered with the Department of Defense

**PUBLISHED CASES:**

None submitted for publication since 1996. More recent cases published sporadically by American Arbitration Association.

**SIGNIFICANT PUBLICATIONS:**

Numerous published articles in law reviews and conflict management journals. Bibliography available upon request.

**FEES:**

**Per Diem Fee:** \$1,500. A full per diem fee will be charged for each full or partial day of hearing; time required for study and award preparation will be prorated. A pro rated per diem may be charged for unusually lengthy or complex conference calls with the parties.

**Cancellation Policy:** A full per diem fee will be charged for each day cancelled, continued, or postponed less than fifteen (15) business days' (21 calendar days) prior to each scheduled hearing date.

**Travel Expenses:** Actual expenses, including air fare (lowest fully refundable fare available for convenient time of flights at time of purchase), car rental, cab fare, mileage (charged at the IRA expense rate) for use of my personal vehicle, tolls, parking (including airport parking), meals and lodging.

**Travel Time:** Travel that is necessary on days other than scheduled dated (e.g., due to location and/or starting time) will be billed on a prorated per diem basis. Travel exceeding three hours one way on a scheduled hearing date may be billed on a prorated per diem basis.

**Other Expenses:** An itemized fee will be charged if the parties request a special handling of the case – for example FedEx. Other necessary or unusual expenses may be billed to the parties.