

AUDREY B. EIDE, ESQUIRE

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ARBITRATOR | MEDIATOR | SPEAKER

SUMMARY

Arbitrator Eide has the unique experience of truly being on all sides of labor-management relations during her career. She has long been held in high esteem by the labor-relations community of the Pacific Northwest. Her personal values and professional values are the same—strives to have integrity, professionalism, and excellence in all endeavors.

CORE COMPETENCIES

- **EXPERIENCE AS A NEUTRAL:** 7+ years. Labor-management arbitrator and mediator since 2019. Previously served as a Hearing Examiner for the Washington State Personnel Appeals Board. Conducted evidentiary hearings regarding discipline, discharge, and contract interpretation disputes between state agencies, and labor unions.
- **PRIVATE AND PUBLIC SECTOR GRIEVANCE ARBITRATION AND MEDIATION:** Absenteeism, alcohol, and drugs (offenses and testing), arbitrability, bargaining waiver, bargaining unit work, benefits (holidays, insurance, leave, premium pay, vacation), bullying, classification, conduct (on and off duty), contract interpretation, demotion, discharge, discipline, discrimination, dishonesty, hours of work (overtime, call out/call back), insubordination, layoff/bumping and recall, management rights, performance, promotion, probationary status, remedies, seniority, sexual/racial harassment, shift bidding, subcontracting, supervision, tardiness, transfer, theft, union activities and wages.
- **LABOR EXPERIENCE:** 30+ years. Served as General Counsel for labor unions advocating interest and grievance arbitrations, unit clarification, unfair labor practice and representation cases before Labor Arbitrators, the Washington State Public Employment Relations Commission, the National Labor Relations Board, the Washington State Personnel Appeals Board, the Washington State Higher Education Appeals Board, and the Washington State Superior, Appellate and Supreme Courts. Negotiated labor contracts as the chief spokesperson.
- **MANAGEMENT EXPERIENCE:** 4+ years. Supervised staff and provided training and oversight to bank offices who delivered business retirement services throughout the State of Washington while managing Business Retirement Services for Seattle-First National Bank Trust Department.
- **INTEREST ARBITRATION:** Police, corrections, and inland waterway units.
- **DISPUTE RESOLUTION TRAINING:** Racism, Bias & Cultural Competency, RISE, 2022; Becoming A Labor Arbitrator, Federal Mediation and Conciliation Service, 2021; AAA Labor Arbitrator II, 2020; AAA Labor Arbitrator I, 2019; Interactive Mediation, Dispute Resolution Center of Olympia, Washington, 2014.
- **SPEAKING EXPERIENCE:** NW Chapter LERA Conference 2022, 2023, 2024 and 2025, Montana Arbitration & Labor Relations Conference 2024 and 2025, NW Dispute Resolution Conference 2025, American Arbitration Association and National Academy of Arbitrators workshops and panels, workshops and training for labor, management and joint groups.
- **CURRENT AND PAST ARBITRATION PANELS:** American Arbitration Association Labor Arbitrator Panel; Federal Mediation and Conciliation Service Labor Arbitrator Panel. **Public Sector:** Washington State Law Enforcement Discipline Panel; Washington, Montana, and Hawaii State Panels; USPS and the APWU, AFL-CIO Alaska, Arizona-New Mexico, Idaho-Montana-Oregon, and Washington Panels. **Private Sector:** Financial Industry Regulatory Authority Panel; UPS and Teamsters Joint Council 3, 27 and 28, NW Five States Grievance Panel.

- **LICENSURE, EDUCATION AND PROFESSIONAL MEMBERSHIPS:** Member of the Northwest Salon established by the National Academy of Arbitrators Northwest Region; Member of the Washington State Bar Association; University of Puget Sound School of Law (JD, 1978); University of Washington (BA, Business Administration, 1975).

SELECT PROFESSIONAL EXPERIENCE

Attorney at Law General Counsel Washington State Council of County and City Employees, Council 2, AFSCME, AFL-CIO (WSCCCE)	1991 to 2018 Everett, WA
Assistant Vice President and Manager of Sales and Business Retirement Services Seattle-First National Bank (Later Bank of America)	1987 to 1991 Seattle, WA
Administrative Law Judge Washington State Personnel Appeals Board	1985 to 1987 Olympia, WA
Attorney at Law Legal Counsel Washington Public Employees Association (WPEA)	1979 to 1982 Olympia, WA

EDUCATION

Juris Doctor (JD)

University of Puget Sound School of Law
(Now Seattle University School of Law, Seattle, Washington)
Tacoma, WA
1978

Bachelor of Arts in Business Administration (BABA)

University of Washington
Seattle, WA
1975

LICENSES

Member of Washington State Bar Association | Currently Inactive

2025 FEE SCHEDULE

LABOR ARBITRATION FEE: Arbitration per diem: \$2,800.00 each (7-hour) day of grievance arbitration hearing, research, study, and writing time, plus travel time and the cost of travel only from Hawaii Airport to Arbitration, and overnight lodging. No charge for meals.

INTEREST ARBITRATION AND MEDIATION FEE: Interest Arbitration and Mediation per diem: \$3,200.00 each (7-hour) day for interest arbitration or grievance and contract mediation, research, study, and writing time, plus travel time and the cost of travel only from Hawaii Airport to Arbitration, and overnight lodging. No charge for meals.

CANCELLATION FEES: Cancellation and continuance fees: one day's fee per scheduled day of hearing if notice is received by my office less than 30 days prior to the scheduled beginning of the hearing. For hearings scheduled for 3-4 days, the minimum cancellation/set over notice period is 60 days; for 5 plus day hearings it is 90 days.

SPEAKING ENGAGEMENTS: Workshops, training and presentations for labor, management, or joint groups. No charge for speaking engagements. (Expenses negotiable.)