

AUDREY B. EIDE, ESQUIRE

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ARBITRATOR | MEDIATOR | SPEAKER

- **EXPERIENCE AS A NEUTRAL:** 2019-present. Full time private practice as a neutral in labor relations. Serve as the arbitrator in private and public sector grievances in Washington, Nevada, Oregon, Alaska, Arizona, Hawaii, Illinois and California. Also serve as the arbitrator in police, corrections and inland waterway bargaining unit Interest Arbitrations. Previously served as a Hearing Examiner for the Washington State Personnel Appeals Board.
- **ISSUES:** Absenteeism, accommodation, alcohol/ drugs (offenses and testing), arbitrability, assignment, bargaining unit work, benefits (holidays, insurance, leave, premium pay, vacation), bullying, classification, conduct (on and off duty), contract interpretation, contracting out, demotion, discipline, discrimination, dishonesty, health care, hours of work (overtime, call out/call back), insubordination, interest, job classification, job posting/bidding, jurisdiction, last chance agreements, layoff (bumping/recall), management rights, overtime, performance, performance appraisals, picketing/honoring picket lines, promotions, probationary status, reassignment, remedies, scheduling, seniority, sexual/racial harassment, shift bidding, strikes, subcontracting, supervision, tardiness, transfer, theft, unfair labor practices, union activities, union security, union representation, unit clarification, vaccination, violence/threats, wages, waiver, working conditions, and wrongful termination. INTEREST ARBITRATION: police, corrections and inland waterway units.
- **DISPUTE RESOLUTION TRAINING:** Racism, Bias & Cultural Competency, RISE, 2022; Completed the City of Puyallup Police Department Citizens Academy and VirTra Experience, 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 & 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; various workshops and training for front-line union and employer representatives and lawyers in Washington, Oregon, Montana, Hawaii and Texas.
- **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; USPS West-Pac Region and NALC Region 1 Panel. **Private Sector:** Financial Industry Regulatory Authority Panel; UPS and Teamsters Joint Council 3, 27 and 28, NW Five States Grievance Panel.
- **LABOR EXPERIENCE:** Served as General Counsel for labor unions advocating interest and grievance arbitration, unit clarification, unfair labor practice and representation cases before arbitrators, the Washington State Public Employment Relations Commission, the National Labor Relations Board, the Washington State Personnel Appeals Board and Higher Education Appeals Board, and the Washington State Superior, Appellate and Supreme Courts. Negotiated collective bargaining agreements as the lead negotiator.
- **MANAGEMENT EXPERIENCE:** 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.

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 Business Retirement Services Seattle-First National Bank (Later Bank of America)	1987 to 1991 Seattle, WA
Hearing Examiner 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) 1978

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

Bachelor of Arts in Business Administration (BABA) 1975

University of Washington
Seattle, WA

LICENSURE AND PROFESSIONAL MEMBERSHIPS

Member of the Washington State Bar Association 1979 to present, inactive since 2023
Member of the National Academy of Arbitrators Northwest Region Northwest Salon

2026 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 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 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.)