

AUDREY B. EIDE, Esq.

ARBITRATOR & MEDIATOR

2103 Harrison Av. N.W. PMB #2-681 Olympia, Washington 98502, (360) 870-4477, audeyb@gmail.com

EXPERIENCE AS A NEUTRAL: 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.

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.

LABOR EXPERIENCE: 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: Supervised a 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.

SPEAKING EXPERIENCE: Washington LERA 45th Collective Bargaining and Arbitration Conference (2022), American Arbitration Association and National Academy of Arbitrators workshops and panels.

PUBLIC LISTS AND PANEL MEMBERSHIPS: American Arbitration Association Labor Arbitrator Roster; Federal Mediation and Conciliation Service Labor Arbitrator Roster; Washington State Law Enforcement Roster of Arbitrators; Washington, Montana, and Hawaii State Rosters; USPS and the APWU, AFL-CIO Alaska, Arizona-New Mexico, and Idaho-Montana-Oregon Panels, Financial Industry Regulatory Authority 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).

2023 FEES: \$2,100.00 each (7 hour) day of grievance arbitration hearing, travel, research, study and writing time, plus the cost of travel and overnight lodging. No charge for meals. \$2,500.00 each day for interest arbitration or grievance mediation. Cancellation and set over 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.

