

AUDREY B. EIDE, Esq.

ARBITRATOR & MEDIATOR

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ISSUES: 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, dishonesty, discrimination, 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.

PUBLIC AND PRIVATE SECTOR INDUSTRIES: Accounting, administrative support/clerical, animal control, attorneys, building inspection, cities, counties, customer service, dispatch, engineering, education, and higher education (faculty and classified staff), fisheries, healthcare, hospitals, information technology, juvenile and adult corrections, libraries, parks, police, planning, probation, public works, recreation, supervisors, state agencies, and utilities.

DISPUTE RESOLUTION TRAINING: Racism, Implicit 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

EXPERIENCE AS A NEUTRAL: Labor 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 public sector labor unions. Issued written decisions.

LABOR EXPERIENCE: Served as General Counsel for labor unions advocating in interest and grievance arbitrations, unit clarification, unfair labor practice and representation cases before Labor Arbitrators, Washington State Public Employment Relations Commission, National Labor Relations Board, Washington State Personnel Appeals Board, Washington State Higher Education Appeals Board, and Washington State Superior, Appellate and Supreme Courts. Negotiated labor contracts as the chief spokesperson for the union.

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 in their trust department.

SPEAKING EXPERIENCE: American Arbitration Association and National Academy of Arbitrators workshops and panels.

PERMANENT PANEL MEMBERSHIP: Washington State Law Enforcement Roster of Arbitrators; United States Postal Service (USPS) and the American Postal Workers Union, AFL-CIO (APWU) Western District Panel for Alaska

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)