

Labor Relations Adjudicator/Mediator LRAM 1 (in-training to LRAM 2)

POSTING DATE March 23, 2012
CLOSING DATE Open until filled
LOCATION Olympia, Washington (Kirkland location may be considered)

MISSION AND VISION

The Public Employment Relations Commission (PERC) is a general government agency of the state of Washington. The mission of PERC is to prevent or minimize disruptions to public services, by the "uniform and impartial . . . efficient and expert" resolution of labor-management disputes. As we professionally administer collective bargaining laws under our jurisdiction, it is our vision to ensure that all parties are afforded their statutory rights.

POSITION

As the entry-level position for the Labor Relations Adjudicator/Mediator job class series, employees in this classification serve as presiding officer, mediator and arbitrator to implement statutory procedures for resolution of labor-management disputes involving employers and unions throughout the state (specific duties are listed on position description form). Complete job posting may be viewed at careers.wa.gov. The executive director reserves the right to make an appointment into this position at any time. It is to the applicants advantage to apply as early as possible.

PREFERRED QUALIFICATIONS

1. A law degree and three years of experience in collective bargaining with major work assignments in negotiations, contract administration or related work as a neutral, union or management representative, hearing officer (examiner), mediator, arbitrator or educator in the above areas. **Note:** A Master's degree in labor relations, personnel mgmt, or closely allied field will substitute for a law degree.
2. Experience presiding at hearings with impartiality, ruling on questions of admissibility of evidence.
3. Experience preparing formal written opinions by organizing the relevant facts, arguments, and conclusions of law in clear and logical sequence, including determination of credibility of witnesses, review of record, legal briefs, and case precedents.
4. Experience with active listening and the critical analyzation of issues to suggest innovative solutions while maintaining impartiality.
5. Experience using mediation skills, patience, persistence and persuasion to encourage parties to resolve their disputes.
6. Experience applying knowledge to diverse and changing work structures and types of public employers.

APPLICATION PROCESS

Include the following items in your application package:

- **current resume**
- **names and phone numbers of three professional references**
- **letter of interest that include a description of how you meet each of the preferred qualifications**

Submit application package directly to: (email submission is encouraged)

Public Employment Relations Commission
Diane Tucker
PO Box 40919
Olympia WA 98504-0919
E-mail: diane.tucker@perc.wa.gov



KEY POSITION QUALITIES

- frequent statewide travel
- ability to organize and prepare written opinions
- ability to apply knowledge to diverse and changing work structures
- demonstration of high standards

Salary *

\$4888 - \$6416
LRAM 1 - range 65

\$5395 - \$7082
LRAM 2 - range 69

**Legislative mandates require that employee salaries be reduced by 3% July 1, 2011 - June 29, 2013. Range and step remain the same, but rate of pay will be reduced by 3% during this time period. Temporary reduction is not reflected above.*

Insurance -

Employees and families are covered by medical, dental, vision, basic life insurance, and basic long-term disability insurance plans approved by the Public Employees Benefits Board (PEBB). Employees may purchase additional life insurance and long-term disability insurance at special group rates. Additional information is available at www.hca.wa.gov

Retirement -

Choice of state retirement plans. See www.drs.wa.gov

The Public Employment Relations Commission encourages diversity in the workplace and welcomes applications from all qualified applicants. Persons needing accommodation in the application process or those needing this announcement in an alternate format may contact Diane Tucker at (360) 570-7335 or by email at diane.tucker@perc.wa.gov