



WASHINGTON STATE
PUBLIC EMPLOYMENT
RELATIONS COMMISSION

JOB ANNOUNCEMENT

Position:	Labor Relations Adjudicator/Mediator 1 (in training to LRAM 2)	
Opening Date:	August 16, 2017	
Closing Date:	September 6, 2017	
Salary:	LRAM 1 (range 69)	\$5,770 - \$7,574 monthly DOQ
	LRAM 2 (range 73)	\$6,372 - \$8,569 monthly

The Washington State Public Employment Relations Commission is recruiting for up to 2 permanent full-time positions in the Labor Relations Adjudicator/Mediator 1 (LRAM 1) classification (range 69), with in-training to LRAM 2 (range 73). **Positions will be located in Olympia and/or Kirkland.**

It is the mission of the **Public Employment Relations Commission (PERC)** to prevent or minimize the disruption to public services through the impartial, timely and expert resolution of labor-management disputes. This overtime-exempt position reports directly to a Labor Relations Adjudicator/Mediator 3 (LRAM 3) and will serve as a presiding officer, mediator and arbitrator to implement statutory procedures for resolution of labor-management disputes involving employers and unions throughout the state

RESPONSIBILITIES INCLUDE

Mediation

Conducts fair and impartial mediation of contract, grievance, and settlement of unfair labor practice complaint disputes. Assists parties in resolving disagreements and conflicts. Effectively leads a rational process of highlighting issues, enhancing understanding of divergent interests, and identifying common grounds for a workable solution.

Decision Writing

Prepares written decisions, including findings of fact, conclusions of law and orders. Researches and analyzes legal issues. Applies established legal principles and agency precedents with a commitment to making an unbiased and soundly reasoned decision.

Hearings

Conducts fair and impartial hearings for PERC clientele under statutes regulating labor-management relations between public employers and unions representing their employees. Complies with procedures under the Administrative Procedure Act (APA) or the parties' collective bargaining agreement. Determines the relevancy of testimony, rules on admissibility of evidence and maintains order in the hearing.

Caseload Management

Prioritizes and concurrently services multiple, long-term case assignments, integrating many factors into case processing decisions. Ensures accurate, timely and high quality service delivery.

THE IDEAL CANDIDATE WILL HAVE

1. A Law degree or a Master's degree in labor relations, personnel management, or closely allied field, plus three years of experience in collective bargaining with major work assignments in negotiations, contract administration or related work as a union or management representative, mediator, arbitrator or educator in the above areas.
2. Experience conducting fair, impartial, and orderly hearings, ruling on relevancy of testimony and admissibility of evidence.
3. Experience writing 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 and legal briefs, and applying established legal principles and case precedent.
4. Experience with active listening and critical analysis of issues and underlying interests to identify common ground and suggest innovative solutions while maintaining neutrality.
5. Experience using mediation and facilitation skills, patience, persistence, and persuasion to manage negotiations and encourage parties to resolve disputes.
6. Experience applying knowledge to diverse and changing work structures and type of public employers.
7. The ability and be willing to frequently travel throughout the state of Washington, and to work hours beyond regular core hours.

Key Position Qualities

Collaborative thinker

Clear oral and written communicator

Caseload/multi-tasking skills

Critical thinker

Independent work management

Sound decision making

TO APPLY

Submit current resume and letter of interest describing how you meet the preferred qualifications. Also include names and phone numbers of three professional references.

**Applications must be received by 11:59 p.m. on September 6, 2017, at:
(email submission is encouraged)**

Public Employment Relations Commission

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The state of Washington offers an attractive benefit package to their employees. To learn more view <http://hr.ofm.wa.gov/compensation-job-classes/benefits>

The Public Employment Relations Commission is an equal opportunity employer. We encourage workforce diversity and welcome applications from all qualified applicants. Persons requiring reasonable accommodation in the application process, or requiring this announcement in an alternate format may contact Diane Tucker at 360-570-7335 or by email at diane.tucker@perc.wa.gov.

For more information visit our website at www.perc.wa.gov

