



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

**POSTING DATE** September 24, 2009  
**CLOSING DATE** October 8, 2009  
**LOCATION** There are up to 2 vacancies to be filled in Kirkland  
(additional openings in the Olympia office are anticipated  
within the next several months)

### 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 OBJECTIVE

To provide uniform, impartial, expert and timely administrative hearings and labor mediation services for our clientele.

### 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, year for year, for education.
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 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:

Please include the following items in your application package:

- current resume
- names and phone numbers of three professional references
- letter of interest to include: (not exceeding 3 pages)
  - a) description of how you meet the preferred qualifications, and
  - b) include at least one example of your work experience for each of the listed preferred qualifications

Submit application package 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](mailto:diane.tucker@perc.wa.gov)

The Public Employment Relations Commission encourages diversity in the workplace. 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](mailto:diane.tucker@perc.wa.gov)

### OUR VALUES

- quality
- effectiveness & efficiency
- communication
- relationships

### KEY POSITION QUALITIES

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

### Salary

**\$4888 - \$6416**

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**\$5395 - \$7082**

LRAM 2

### 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](http://www.hca.wa.gov). The state provides \$25,000 basic life insurance for death from any cause and \$5,000 basic accidental death and dismemberment insurance coverage through the PEBB full benefits package at no cost to you.

### Retirement -

Choice of state retirement plans. See [www.drs.wa.gov](http://www.drs.wa.gov)

### QUESTIONS -

Contact Diane Tucker at (360) 570-7335

More information is available at our website at [www.perc.wa.gov](http://www.perc.wa.gov)