

Labor Advocate/Law Enforcement

This position is the **field “technical expert” for all law enforcement membership** of the Washington Federation of State Employees (WFSE), Council 28. Represents law enforcement and related ancillary classifications in Department of Corrections, Washington State Parks and Recreation Commission; Liquor Control Board, University of Washington, and Higher Education Institution membership.

Duties: The primary responsibilities of this position will be to serve as the statewide contact for Union/Management Committee meetings (UMCC’s), Demands to Bargain (DTB’s), representation and presentation of grievances to Pre-Arbitration Review Meetings (PARM) or Public Employment Relations Commission (PERC) mediation; represent WFSE in all aspects of grievance arbitration for disciplinary and non-disciplinary cases including selection of arbitrators, obtaining evidence, conducting research, preparation of pleadings, oral presentation of the case, brief writing, and possible settlement agreements; investigate, prepare, and assist the PERC Director in grievance-related Unfair Labor Practice complaints before the PERC; **represent WFSE in all aspects of DOC Interest Arbitration, chief WFSE policy expert on law enforcement and law enforcement issues. In the law enforcement capacity, follows policy issues before administrative and legislative bodies. Assists with negotiations regarding law enforcement and represent WFSE in mid-term mandatory subjects’** negotiations with full decision-making responsibilities; attends and presents representational matters related to Personnel Resources Board (PRB) hearings. Responsible for conducting research and developing strategies for issue, contract, policy/legislative, and organizing campaigns. Plans, develops, and directs overall strategy and approach for campaigns in coordination with Field and Headquarters staff.

Desired Minimum Qualifications: Graduation from an accredited four-year college or university with relevant course work in **labor relations, law, criminal justice**, or allied field. Substantial paid work experience in related field may be substituted for education. **Paid work experience in law enforcement, corrections and/or community custody is a plus.** Knowledge of Garrity Warning practices and case law, principles and procedures of negotiation, arbitration, and administrative hearings; working knowledge of general management principles, state and federal laws related to labor, public employment, or law enforcement, and Washington Administrative Codes. Outstanding oral and written advocacy skills; excellent judgment and discretion, ability to compare and evaluate possible courses of action, interests of members, and the WFSE’s strategic goals. Ability to prioritize work; evaluate and solve problems; work independently and as a team; be reliable in completing work and meeting deadlines is critical. **Must have a valid driver’s license, use of personal vehicle, and valid vehicle insurance. Release of driving record required prior to interview. Out of state candidates must provide a copy of their drive record at the time of interview.** Position is permanent, full-time, overtime exempt, and often requires work beyond a 40-hour work week. Includes an excellent benefits package. Salary is \$67,488-\$80,427 annually. **Open until 5 p.m. March 18, 2014.** **Bolded information throughout announcement will be key to choosing candidates for interview.**

Send cover letter clearly indicating the position you applying for, and your resume to:

Kathy Andruss, HR Manager
1212 Jefferson St. SE, Suite 300
Olympia, WA 98501
OR e-fax to 1-855-825-7761
OR e-mail to: resume@wfse.org
OR FAX to: (360) 754-9228