

We offer competitive salary, great benefits, and work that matters to our community.

The Organization

Seattle Housing Authority (SHA) is a growing, innovative, and mission-driven Agency based in Lower Queen Anne, Seattle. We are committed to advancing housing equity throughout the city, and creating a supportive, inclusive workplace for the 650+ employees who propel SHA's mission forward every day. Through our work, we expand housing opportunities for all, cultivate strong communities, and improve quality of life for our citizens and neighbors. We are best known for centering care and respect in our relationships with clients and leading with a deep commitment to race and social justice equity.

SHA's passionate and talented workforce have elevated the organization into a nationally recognized leader in housing and development. We believe in a workplace where "everyone" means "everyone," and creating an environment where employees can do their best work is the right thing to do. SHA fosters an inclusive culture where employees are celebrated for being exactly who they are and valued for their unique perspectives shaped by their lived experiences. SHA employees enjoy competitive pay and holistic benefits, flexible and alternative work arrangements, robust learning and development opportunities, career development, employee assistance program, and several affinity groups to help staff feel connected to themselves and their peers.

Every now and then self-assurance holds us back from chasing opportunities. Studies have shown that women and people of color are less likely to apply for their dream job if they don't meet every qualification. At Seattle Housing Authority, we are dedicated to building a diverse, inclusive, and authentic workplace that celebrates your identity and the background you bring with you. We don't believe there's only one 'perfect' candidate and encourage you to apply even if you don't meet every qualification. You may just be the candidate we're looking for! For information on our hiring practices, see our [diversity policy](#) and [equity policy](#).

The position:

Our Human Resource Department is seeking to fill a **Labor Relations Manager** position. The **Labor Relations Manager**, will under the direction of the Human Resources Director, act as the point of contact for all labor relations issues for union business representatives, participate in the development, implementation, and day-to-day administration of labor relations policies, programs and projects; perform a variety of professional human resources duties involving labor and employee relations, and investigations; provide technical advice and assistance to departments concerning a variety of labor relations matters such as discipline, employee benefits, grievances, prevailing wage, diversity, and civil rights complaints; coordinate special projects, and on-going labor relations and human resources programs as assigned. May supervise assigned staff. May serve as acting Human Resources Director as assigned. For additional information on the job, please see the **full posting**.

The **Labor Relations Manager** will be paid **\$43.65 - \$65.80 per hour, D.O.E, Knowledge, Abilities**.

The ideal candidate has:

- Five years of labor relations experience in government or private organizations, three of which must be at a senior/expert level, and as a lead negotiator. Experienced lead negotiator for a government organization highly is desirable.
- Bachelor's degree, or higher in labor relations, business or public administration, or related field. A law degree from an accredited university with emphasis in employment and labor law would be highly desirable.
 - Masters' degree may substitute for two years of relevant experience.

What will you be doing?

- Lead the negotiations for the comprehensive labor contracts between Seattle Housing Authority and the exclusive representatives of the collective bargaining agreements, including meeting with directors for revisions and updates to the contract. Conduct labor relations activities with exclusive bargaining representatives. Advise and consult with department directors and managers on Authority-wide labor relations policy, interpretation, application, and revisions of collective bargaining agreements.
- Lead the research, development, implementation, and day-to-day administration of labor relations policies, programs, and projects within the context of Authority policies, negotiate and develop appropriate language for contracts consistent with federal, state, and local labor laws and regulations, and consistent with past practices.
- Participate in labor/management relations activities; providing research and analysis in support of negotiations; administer and interpret labor contracts; attend negotiation meetings as assigned.
- Perform a variety of labor relations duties involving labor and employee relations, investigations of complaints, civil rights issues, compensation, human resources information systems analysis, prevailing wage.
- Advise departments concerning a variety of labor relations matters and issues brought forward to the Public Employees Relations Committee or arbitrators. Prepare written responses to requests for information, summarize and report on status of grievance investigations and resolution.
- Coordinate and investigate employee concerns and/or complaints and develop appropriate responses and remedial actions; investigate employee complaints, recommend appropriate action to management. Assist management in developing and monitoring remedial programs for employees with performance issues.
- Lead supervisor training on labor topics, contracts updates and related topics.
- Perform other duties as assigned.

The Location: 190 Queen Anne Ave N, Seattle, WA 98109

Why Should You Apply?

- Competitive salary
- Great benefits
 - We offer medical, dental, vision insurance, and Public Employees' Retirement (PERS), if hired into an eligible position.
 - We also offer generous paid leave and holidays.
- Reasonable hours
 - Opportunity for part-time remote work, depending on position.
- Opportunities for additional on-the-job training

To apply for this position. Please click [here](#)