

Dianne Blumer

Labor and Workforce Development Commissioner Dianne Blumer is dedicated to ensuring an Alaska workforce ready to meet the business and industry demands of the state, in an environment of opportunity that provides good jobs.

Blumer, a life-long Alaskan, was appointed by Gov. Sean Parnell on May 17, 2012. For more than 20 years she has served the State of Alaska, including in leadership positions as director of the Division of Personnel and Labor Relations and deputy director of the Child Support Services Division. She has also served as a special assistant to Governor Parnell, advising on regulation and policy for three departments: Administration, Revenue and Commerce, Community and Economic Development.

Blumer was born in Ketchikan and raised on Prince of Wales Island. She lived in Southeast Alaska until 2007, when she moved to Anchorage. In addition to her public service, Blumer worked in the private sector managing a Sitka hotel and owning two successful Juneau small businesses.

Blumer serves on the Alaska Prisoner Re-entry Task Force. She also served on the Juneau Chamber of Commerce Board of Directors, the Wildflower Court Assisted Living Facility Board of Directors and the Municipality of Anchorage Public Transportation Advisory Board.

Employment

**May 2012-Present
Commissioner**

Alaska Department of Labor and Workforce Development

Responsible for leading a department that makes a difference for Alaskans by providing safe and legal working conditions and advancing opportunities for employment. The department's core services include statutory and regulatory assistance and enforcement to protect Alaska's workers, workforce development support to Alaska hire and economic development, and income replacement for injured, unemployed and permanently disabled workers.

Worker protection includes wage and child labor law enforcement, workplace safety compliance and enforcement and mechanical device inspection. Workforce development includes the department's employment services, adult basic education, business partnerships, career and technical education and training, and vocational rehabilitation services. Income replacement for injured, unemployed and permanently disabled workers includes the department's Workers' Compensation, Unemployment Insurance and Disability Determination programs.

**February 2011-May 2012
Special Assistant
Office of Governor Sean Parnell**

Advised Governor Parnell on regulation and policy for three state departments: Administration, Revenue and Commerce, Community and Economic Development. Served as a liaison with federal, state and local agencies.

October 2009-February 2011

Deputy Director of Child Support Service Division

Department of Revenue

Responsible for the operation of the Client Services Unit and Support Services Unit, which together encompass approximately 80 percent of the staff in the division and include intake, paternity, order establishment, domestic enforcement, modifications, interstate enforcement and special collections. Under federally mandated regulations, the program must meet all timelines and guideline criteria to ensure federal incentive monies are received. Worked with the Department of Law on issues that required judicial resolution.

August 2007-October 2009

Labor Relations Analyst III/Deputy Director of Personnel and Labor Relations

Department of Administration

Responsible for the five Human Resource/Employee Relations service centers within the Division of Personnel and managed the Anchorage office. Represented the division with the public and legislative committees. Supervised and maintained cooperative staff relationships and successfully fulfilled the division's mission.

May 2006-August 2007

Director of Personnel & Labor Relations

Department of Administration

Responsible for the organizational unit established by Alaska Statute, including accountability for planning, budgeting, staffing and general operation. Substantial responsibility to determine policy and for ensuring policies are carried out. The division is responsible for appointing, promoting, transferring, suspending, discharging and adjudicating grievances on a statewide level. Responsible for negotiations of collective bargaining units covering classified service within the State of Alaska.

September 2003-April 2006

Labor Relations Analyst II/III

Department of Administration-Division of Labor Relations

Acted as second-in-command for day-to-day operations of the division, which included representing the state in arbitration and grievance hearings. Supervised labor relations analysts and administrative staff, including developing and implementing staff training and development plans. Effectively delegated work and coordinated resources for the efficient and effective daily operations of the division. Participated in negotiation of labor contracts (GGU, ACOA, CEA, SU TEAME, AVTECTA, PSEA, MEBA, MMP, and IBU) and served as chief spokesperson for the AVTECTA, ACOA and the TEAME units. Provided advice and counsel to managers on labor and employee relations issues and concerns.

June 2002-September 2003

Human Resource Manager II

Department of Revenue

Managed and directed department-wide human resources activities, including classification, recruitment and personnel/payroll activities and functions. Provided guidance and assistance to managers and supervisors relating to employee relations and contract interpretation that addressed progressive discipline, due process and just cause. Participated in investigatory interviews and review finding, evidence and issues. Assisted managers and supervisors with grievance responses and responded on behalf of the department to higher-level grievances. Served as the Americans with Disabilities Act coordinator, which included workplace assessment, recommendations and compliance. Investigated and responded to department equal opportunity and human rights

complaints. Conducted research, prepared reports, and compiled information for administrators and legislators.

September 2001-June 2002

Labor Relations Specialist I

Department of Administration/Labor Relations Unit

Investigated and prepared grievance responses at the step III level, the last level before arbitration. Identified relevant contract provisions, procedures and precedents for grievances and made recommendations for settlement if appropriate. Prepared cases for arbitration and acted as the state advocate in the arbitration hearings. Responded to written and oral inquiries from human resource managers on interpretations or applications of the contract or disciplinary matters, and provided guidance regarding proper disciplinary steps. Developed and presented training workshops.

May 2001-September 2001

Labor Relations Specialist I

Department of Corrections

Researched, drafted and participated in the final review of department policies and procedures. Assisted human resource manager in training, development and classification. Acted in absence of human resource manager. Prepared grievance responses and made recommendation on resolutions. Arranged and conducted fact-finding and pre-disciplinary meetings with managers and employees. Analyzed and prepared grievance synopsis and represented the department in arbitration.

January 2000-May 2001

Labor Relations Specialist I/Personnel Officer I

Department of Transportation and Public Facilities

Responsible for grievance procedure in the department. Investigated grievances and prepared responses for recommended action. Arranged and conducted fact-finding and pre-disciplinary meetings with managers and employees. Identified relevant contract provisions and procedures and researched arbitration case law. Represented the department in arbitration. Responded to inquiries from managers and provided guidance regarding proper discipline steps. Administered the department's statewide drug and alcohol program. Developed and monitored procedures for drug testing and background checks. Administered payment and reporting of the Marine Engineers Beneficial pension program.

July 1998-December 1999

Personnel Officer

Department of Transportation and Public Facilities

Responsible for supervising statewide personnel actions and payroll processes. Managed the Family and Medical Leave program for the department. Prepared written response to grievances and pay issues. Participated in contract negotiations.

April 1995-April 2004 (Concurrent with other employment)

Personnel Manager/Finance Officer

Ward Air, Inc.

Directed and managed all aspects of finance, personnel/payroll administration, including recruitment, benefits, training and staff development, Family Medical Leave Act inquiries, American with Disabilities Act, drug testing administration and workers compensation issues. Developed position descriptions, policies and procedures, and established job standards. Supervised customer service/dispatch employees.

December 1990-June 1998**Human Resources****Department of Transportation and Public Facilities**

Began as an Alaska Marine Highways accounting clerk performing payroll functions in 1990, promoted in 1991 and again in 1992. Reclassified to a Personnel Assistant II in July of 1994. Promoted to a Personnel Specialist in April of 1996. The Department of Transportation and the Alaska Marine Highway System consolidated in October of 1997 and shortly after I was promoted to the Personnel Officer of the unit.

April 1986-November 1990**General Manager****Potlatch Motel****Sitka, Alaska**

Resident manager of a 42-unit motel, car rental agency and charter company, including budget and finances. Responsible for supervising a staff of 9-12, overseeing maintenance and the entire property on a 24-hour basis, ensuring the property was in compliance with all state and federal requirements. Administered and processed payroll and employee benefits, developing compensation packages, job descriptions and training manuals.