



International Brotherhood of Electrical Workers

Local Union No. 659

4480 ROGUE VALLEY HWY., SUITE 3

CENTRAL POINT, OREGON 97502

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Job Title: Assistant Business Manager/Membership Development Rep.

Organization: International Brotherhood of Electrical Workers (IBEW) Local Union 659

Location: Southern Oregon & Northern California

Position: Type: Full-time Salary

Job Summary:

The International Brotherhood of Electrical Workers (IBEW) is seeking a dedicated and passionate Union Representative to join our team. As a Union Representative, you will play a pivotal role in advocating for the rights and interests of our members, fostering positive labor-management relations, and ensuring the overall well-being of our workforce. If you are a skilled communicator, advocate for workers' rights, and have a deep commitment to the principles of trade unionism, we encourage you to apply for this important role.

Key Responsibilities:

Member Advocacy:

- Act as the primary point of contact for union members, providing support, guidance, and assistance in addressing workplace concerns, grievances, and disputes.
- Educate members about their rights and responsibilities under collective bargaining agreements and labor laws.
- Conduct one-on-one meetings with members to assess their needs and concerns.

Collective Bargaining:

- Participate in negotiations with employers to establish, maintain, or amend collective bargaining agreements.
- Collaborate with legal counsel and union leadership to develop bargaining strategies and proposals.
- Advocate for fair wages, benefits, and working conditions on behalf of the union membership.

Labor Relations:

- Foster positive relationships with employers, promoting a collaborative approach to addressing workplace issues.
- Monitor workplace practices and ensure compliance with labor agreements and relevant labor laws.
- Investigate workplace complaints and grievances, working towards resolution through negotiation or arbitration when necessary.

Member Education and Training:

- Develop and deliver training programs, workshops, and seminars for members on topics related to labor rights, union processes, and workplace advocacy.
- Keep members informed about important developments within the union and labor movement.

Union Organizing:

- Identify and engage with potential new members to expand the union's membership base.
- Assist in organizing campaigns to promote union membership and worker solidarity.
- Provide guidance to members involved in organizing efforts.

Communication:

Maintain effective communication channels with union members, keeping them informed about union activities, meetings, and events.

Represent the union at meetings, conferences, and other events, both within and outside the organization.

Qualifications:

- Bachelor's degree in a related field preferred, but not required.
- Strong knowledge of labor laws, collective bargaining agreements, and union practices.
- Excellent interpersonal and communication skills, with the ability to effectively engage with diverse groups of individuals.
- Demonstrated advocacy and negotiation skills.
- Ability to work independently and as part of a team.
- Commitment to the principles of trade unionism and the mission of the IBEW.
- Previous experience as a union representative or in a similar role is a plus.

Compensation:

The compensation package for this position includes a competitive salary, comprehensive benefits, and opportunities for professional development.

Application Process:

Interested candidates are encouraged to submit their resume, cover letter, and references to Nicole Milam at nicole@ibew659.org by **October 6, 2023**. Please include "Assistant Business Manager/Membership Development Representative" in the subject line.

The IBEW is an equal opportunity employer committed to diversity and inclusion in the workplace. We encourage applications from candidates of all backgrounds and experiences.

IBEWLU 659



Nick Carpenter
Business Manager