SEIU Healthcare 775NW Job Posting

Manager of Collective Bargaining & Employer Relations

JOB DESCRIPTION

Title: Manager of Collective Bargaining & Employer Relations

Background:
SEIU Healthcare 775NW, the long-term care workers union, represents more than 42,000 home care and nursing home workers in Washington State and Montana. We are one of the largest and fastest growing unions in the region, and take a bold and aggressive approach to politics and organizing. We are committed to uniting all long-term care workers, to improving the lives of working people and leading the way to a more just and humane world.

Purpose: The role of the Collective Bargaining & Employer Relations Manager is to lead a team within the Member Programs & Participation Department of SEIU Healthcare 775NW. This position reports to the Director and is a non-bargaining unit supervisory position. Duties and Responsibilities:

Leadership:
• Supervise, manage, develop, and lead a highly skilled team in the areas of collective bargaining, contract campaigns, labor management work, employer relations & culture change and member support & dispute resolution;
• Create and maintain systems for staff training and accountability;
• Lead the team to maintain and develop curriculum and training modules for member leaders in the roles of Advocate, Labor Management Committee (LMC) and Bargaining Team;
• Lead the staff team, members leaders and organizers to develop effective contract bargaining and contract campaigns that build the union and member capacity.
• Participate in strategic planning with the union’s leadership team.

Collective Bargaining and Employer Relations
• Negotiate union contracts;
• Recruit and develop member leaders to participate on the contract negotiations team;
• Coordinate contract negotiation and ratification campaigns;
• Participate in pattern and national bargaining/employer relations;
• Coordinate on member communications with other teams within the department
• Lead employer relations in coordination with the Director and leadership team;
• Train and develop staff to perform above duties.

Labor Management Joint Work:
• Participate in the development, coordination and facilitation of a industry-wide LMC program charged with enhancing communication and implementing worker participation in the long term care delivery system;
• Develop member leaders to participate in the LMC process;
• Coordinate an industry-wide LMC for the private sector home care industry; and
• Train and develop staff to perform above duties.

Member Support & Dispute Resolution:
• Manage the union's contract dispute resolution process;
• Close coordination with the Member Resource Center to address on-the-job problems;
• Support other departments and teams of the union as needed and work with members and leaders to develop leadership skills needed within the scope of these programs;
• Recruit and develop member leaders to serve as member Advocates; and
• Train and develop staff to perform these duties.

Additional Responsibilities:
Coordination with the Member Resource Center, General Counsel (or outside counsel), Healthcare and Workforce Development Trusts, employer or coalition organizations;
Assignments to political, electoral and growth mobilization as required by the organization; and
Other duties as assigned.

Other Expectations: The Collective Bargaining & Employer Relations Manager is expected to lead by example. It is the role of the Collective Bargaining & Employer Relations Manager to provide model behaviors of what is expected as a leader in our Union. SEIU Healthcare 775NW staff is expected to respect the processes of the organization. The Collective Bargaining & Employer Relations Manager will be required to work long and irregular hours, and to work on weekends and holidays when necessary.

Job Qualifications and Requirements

- Three years or more significant experience in bargaining, labor-management joint work and representation/contract enforcement.
- Three or more years significant experience in internal and/or external organizing.
- Two years or more experience in a supervisory or lead capacity.
- Strong understanding of and experience with contract campaigns.
- Two years or more experience in building community relationship and support for union campaigns.
- Knowledge of labor law, especially as relates to collective bargaining, unfair labor practices, mediation and arbitration.
- Familiarity with the long term care industry and ability to analyze economic and competitive business environment, with the assistance of a trained researcher or economist is highly desirable.
- Experience with the following types of organizations is highly significant: labor unions, progressive issue advocacy organizations, community organizations, political campaigns and elected officials, employer/union relations.
- Personal commitment to the mission and goals of SEIU Healthcare 775NW is a requirement of this position.
- A cell phone, drivers’ license, a car available to the manager at all times, and automobile insurance are requirements of this position.
- Excellent oral and written communication skills are requirements of this position.
- Computer literacy and the ability to learn union-specific computer systems within the initial months of employment is a requirement.
- Willingness to work long, irregular hours, including evenings and weekends, is required. Willingness to travel is a requirement.
- Strong personal planning and time management skills and ability to work with people from diverse cultures and backgrounds are also necessary skills.
- Excellent independent judgment and attention to political relationships are considered key components to achieving performance standards.

Preferences: Women and persons of color are strongly encouraged to apply. Fluency in a second language is plus. Experience working with a labor union, progressive non-profit, community organization, advocacy group, political campaign or elected official is a plus. Demonstrated commitment to creating positive worker/employer relationships while fighting to raise standards for all workers in the industry is also a plus.

Compensation: Salary ranges is from $62k- mid $70s, depending on experience. Benefits include fully employer-paid family (includes domestic partner) health, dental, pharmacy and vision coverage, fully employer-paid defined benefit pension, disability and life insurance, a generous leave package, car allowance, an optional 401(K) plan, and other benefits outlined in the policies of SEIU Healthcare 775NW.

Submission Instructions: Please send resume, cover letter, salary history, and at least three references. No phone calls, please.