Date of Posting: June 23, 2020

Deadline for Applying: Open Until Filled

Reports to: Director, Department of Organizing and Field Support

The Virginia Education Association is a union of more than 40,000 teachers and school support professionals working for the betterment of public education in Virginia.

VEA is dedicated to advancing quality instruction and curriculum, adequate funding, and excellent working conditions for Virginia public school employees. VEA is the state affiliate of the National Education Association with more than 3 million members. See our website at www.veanea.org.

VEA has 133 local affiliate unions that will be able to bargain collectively with school districts beginning in May 2021 due to a recent change in state law. Prior to the change in law, public sector unions in Virginia, including K-12 educators, were prohibited from engaging in collective bargaining with their employers, the local school districts. The ban on collective bargaining was repealed in the 2020 legislative session.

Position Overview

The UniServ Manager of Organizing and Bargaining is a Headquarters-based position requiring significant time in the field with UniServ Directors (field staff) to direct, manage, coach, evaluate and develop their skills, especially in relation to organizing and collective bargaining. The Organizing and Bargaining UniServ Manager reports to the Director of Organizing and Field Support, and is primarily responsible for designing, implementing, and tracking VEA’s collective bargaining and membership organizing programs.

Duties and Responsibilities

- Coordinates VEA’s work with UniServ Directors assigned to local affiliate unions in the areas of collective bargaining and membership organizing, working under the direct supervision of the Director of Organizing and Field Support.
Manages and supports UniServ Directors working on collective bargaining and membership organizing campaigns.

Identifies and anticipates staff needs for professional development of skills and competencies related to organizing and bargaining, as well as other skills required of UniServ Directors.

Ensures that UniServ Directors are working with local VEA affiliate unions to develop membership growth and retention plans.

Ensures that UniServ Directors are progressing on bargaining campaigns with local school districts.

Works with department director and with UniServ staff to identify issues, patterns, and trends that can be used for mobilizing and organizing members around collective bargaining efforts.

Coordinates with NEA staff assigned to work with VEA on membership organizing and collective bargaining campaigns.

Assists with design and preparation for general, headquarters and regional staff meetings, and conducts group facilitation. Supports and participates in regional staff meetings of the UniServ Directors as well as conferences, webinars, seminars, and trainings.

Participates and/or leads conference calls and electronic communications.

Assists in the monitoring and approval of leave, travel, VISA reconciliation and other reports submitted by UniServ Directors, in keeping with deadlines.

Supports VEA Leadership Team. Serves as a member of the VEA Management Team.

Serves as Staff Liaison to VEA Committee(s) as assigned.

Other duties as assigned.

Knowledge, Skills and Abilities

- At least five years to seven years of demonstrated successful experience in organizing union members and in collective bargaining.
- Demonstrated experience, expertise and success in planning and implementing member organizing and mobilization campaigns and plans.
- Demonstrated experience bargaining contracts, using a variety of collective bargaining styles and methodologies, and representing various employee classifications.
- Understanding of collective bargaining theories and practices.
- Understanding of organizing theories and practices.
- Demonstrated organizing and coordinating skills necessary to successfully complete group campaigns, projects, and activities.
- Success in coaching, mentoring, and evaluating.
- Excellent interpersonal and written communication skills.
- Demonstrated ability to lead groups of union staff.

Qualifications and Requirements

- Experience as an Organizer or UniServ Director in an NEA state affiliate or comparable labor union experience.
• Experience working collaboratively with unionized staff.
• K-12 Public Education experience.
• Bachelor’s Degree in a related field required, Master’s Degree in a field related to collective bargaining or organizing preferred.
• Experience in community organizing, organizing with diverse communities, and/or experience in political campaign organizing.
• Bilingual, Spanish/English a plus

Other
• Must have a Virginia drivers’ license and have a vehicle.
• Position based out of VEA Headquarters in Richmond with up to 25% travel.

Salary and Fringe Benefits:

Salary is negotiable depending upon applicant’s experience and qualifications. The position also includes an excellent fringe benefits package.

Application Procedure
Email a cover letter and resume to Recruiting Consultant to VEA, Margolies Potterton and Associates, Union Search LLC kam47@cornell.edu Potential candidates can have confidential discussions with Ken Margolies 845-499-6636.

VEA IS AN EQUAL OPPORTUNITY EMPLOYER