



**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
FRATERNITÉ INTERNATIONALE DES OUVRIERS EN ÉLECTRICITÉ**

EDWIN D. HILL
International President
Président international



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First District, CANADA / Premier District, CANADA



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International Secretary/Treasurer
Secrétaire-trésorier international



April 27, 2015

TO ALL IBEW FIRST DISTRICT LOCAL UNIONS

Greetings:

Please be advised that the IBEW First District is currently looking to hire a Professional and Industrial (P&I) Lead Organizer for the Province of Ontario.

JOB DESCRIPTION:

Assist IBEW Local Unions by assessing organizing targets and building and implementing strategic organizing plans designed to increase union membership through organizing workers in the Broadcasting, Government, Manufacturing, Railroad, Telecommunications and Utility industries.

QUALIFICATIONS:

- Demonstrated experience in organizing workers
- Self-motivated with extensive knowledge of unions and the labour movement (IBEW membership is a plus)
- Excellent communication, written and verbal, interpersonal and organizational skills
- Ability to prioritize work assignments and perform multiple tasks
- Ability to work independently and as part of a team
- Basic computer skills, including Microsoft Word, Excel, PowerPoint and Outlook
- Valid Driver's License
- Ability to work evenings and/or weekends when duties require
- Ability to travel when required

REPORTS TO:

International Lead Organizers report to the Regional Coordinator within their assigned area for all purposes including, but not limited to, scheduling, vacation and assignments.

POSITION DUTIES:

- Attend and support monthly organizer meetings
- Investigate and assess targets and leads in their areas
- Perform strategic planning sessions with Local Unions assigned to develop a strategic campaign plan, timeline and benchmarks for individual targets identified



- Communicate and work with Local Union Business Managers directly on review of organizing targets, planning and implementation of organizing campaigns
- Communicate and/or work with International Servicing Representative
- Ability to provide Voluntary Organizing Committees with the skills and information needed for campaign actions such as hand-billing, house-calling and inoculation of workers
- Participate and assist the IBEW Education Department in Leadership Education and Planning (LEAP) for Organizing when training Local Unions for target development
- Coordination of National, Regional and District wide organizing initiatives
- Handle basic OLRB/CIRB procedures to assist the Local Union, including, but not limited to, filing unfair labor practice charges and applications for certification
- Must be able to direct Field Organizers, if any, on campaign activities
- Must report organizing activities in the Organizer Accountability and Reporting System (OARS) multiple times per week; Including, campaign plans, timelines, actions, benchmarks and records
- Must provide a summary update to the Regional Coordinator by the 10th of every month on all organizing campaigns
- Coordinate Community Involvement with the Local Unions in their areas
- Directly assist the Local Union in first contract bargaining efforts when requested

The annual compensation starts at \$67,276.00 plus a very attractive benefit and pension plan. A vehicle is provided and all legitimate travel and accommodation expenses are reimbursed.

Please submit resumes for consideration to Regional Organizing Coordinator Eastern Canada, Rod McVicar. Rod's email address is Rodney_McVicar@ibew.org . We thank all applicants for their interest. However, only those considered for an interview will be contacted.

In solidarity,

Bill Daniels
International Vice President

BD/ln

cc: International Representatives