

Job Title: Union Business Agent

Job Overview:

The Union Business Agent serves as a key representative of Local 764, advocating for the rights and interests of union members in negotiations, grievance handling, contract enforcement, organizing and overall union-related matters. This position requires strong leadership, communication skills, and a commitment to advancing the well-being of workers.

Key Responsibilities:

- **Representation & Advocacy:** Represent union members in meetings with employers, contractors, and government agencies. Serve as the liaison between members and leadership.
- **Contract Negotiation & Enforcement:** Negotiate collective bargaining agreements (CBAs) and ensure compliance with the terms of agreements. Address and resolve violations of union contracts.
- **Grievances & Dispute Resolution:** Investigate, file, and resolve grievances in a timely manner. Act as the primary negotiator in grievance hearings.
- **Membership Support & Engagement:** Provide support to union members, including advising on benefits, rights, and workplace conditions. Foster a strong relationship with members and ensure their concerns are addressed.
- **Strategic Planning & Advocacy:** Assist in organizing campaigns to expand the union's reach and effectiveness. Stay informed on labor laws and industry trends to represent members effectively.
- **Training & Education:** Conduct training sessions for union members on contract provisions, workplace rights, and collective bargaining.
- **Administrative Duties:** Maintain accurate records of grievances, contract negotiations, expenses and other union activities. Prepare reports for leadership as needed.

Qualifications:

- **Experience:** Experience in labor relations, union advocacy, or related fields. Experience in collective bargaining and grievance handling is strongly preferred.
- **Skills:** Excellent communication, negotiation, and conflict resolution skills. Ability to manage multiple priorities and work in a fast-paced environment.
- **Knowledge:** Strong understanding of labor laws, union processes, and workplace rights. Knowledge of the Ironworker industry.
- **Education:** A degree in Labor Relations, Political Science, Business, or a related field is preferred, but equivalent work experience will be considered.
- **Certifications:** Journeyman certificate or Red Seal.
- **Technology:** Must be proficient in word, excel, adobe and other computer programs used by the local.
- **Bondable**
- **In good standing with the local**

Personal Attributes:

- Strong commitment to social justice, workers' rights, and fair labor practices.
- Ability to work independently while also collaborating effectively with union leadership and members.
- Willingness to travel as necessary for grievance hearings, negotiations, organizing and other union activities.

How to Apply:

Interested applicants should submit a resume and cover letter outlining their qualifications and experience to **Mbrodzyak@iwintl.org** by February 28th, 2025. In your cover letter, please include your experience in union advocacy, contract negotiation, approach to resolving workplace issues, and why you think you would make a good business agent.

The Ironworker Local 764 is an equal opportunity employer and encourages individuals from all backgrounds to apply.