



## **FIELD ORGANIZER EASTERN CANADA**

The International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers represents the interests of 130,000 members across North America.

An exciting opportunity exists for the position of *Field Organizer Eastern Canada* for a dynamic individual to work as part of the organizing team under the direction and supervision of the Director of Canadian Affairs and the Canadian Campaign Coordinator of the Ironworkers International and the District Representative (DCEC).

The Organizing Department assists local unions as they dedicate resources to organizing enabling local unions build organizing capacity. The department collaborates with the District Council of Eastern Canada and local unions on strategic organizing campaigns and employs media, community, legislative, political, regulatory, legal, bargaining and other lawful forms of pressure to support worker organizing efforts.

The Field Organizer is part of the field operations' team and will assist with affiliate organizing including responsibilities ranging from strategic assistance to leading a campaign. The current Organizing Department Organizers have sufficient diverse experience to independently assist affiliates with the execution of a campaign.

The Field Organizer will be primarily responsible for leading and sustaining the organizing and community efforts of the Eastern Canada region, performing a wide range of duties which are focused on organizing non-affiliated iron workers and non-signatory contractors resulting in increased market share within our competitive industry.

**Increase Market Share**

**Increase Membership**

**Increase Contractor Base**

## **DUTIES**

### **Campaign Development and Implementation**

- Assists in developing, implementing and coordinating various Organizing Department campaigns and projects and their components.
- Works with International, District Council, local union leaders and staff on campaigns.
- Participates in organizing campaigns, provides training opportunities for local union leadership and membership.
- Develop materials, work plans and accountability systems for implementation of organizing plans.
- Plan, coordinate and implement organizing support programs, including data base management.

### **Reporting**

- Keeps the Director of Canadian Affairs and Canadian Campaign Coordinator fully informed on a regular basis on issues affecting departmental programs.
- Prepares and submits regular and ad hoc reports on departmental activities as required.

### **Other**

- Candidate will also collaborate and assist where required with Shop campaigns.
- Performs other duties as assigned.

## **QUALIFICATIONS:**

### **Education and Experience**

- Minimum five years trade experience.
- Experience working in politically sensitive environments.
- Must possess a valid driver's licence, auto insurance that covers business driving, and an automobile for business use.
- No criminal record, drug and alcohol will be tested.

### ***Additional assets***

- Experience leading campaigns involving union members would be an asset
- Knowledge of organizing will be an asset and any organizing training ie. C.O.M.E.T., A.C.E.S., Salting or voluntary organizing committees.

## **Skills & Abilities**

- *Ability to demonstrate the Ironworkers International Core Value in his/her day-to-day work.*
- *Ability to frame issues and articulate organizational values.*
- *Ability to lead and work effectively as part of a team.*
- *Demonstrated proficiency in organizer skills and organizing experience.*
- *Strong research and communications skills.*
- *Strong listening and persuasion skills.*
- *Ability to relate to and work with diverse groups.*
- *Ability to work independently and with minimum supervision within the context of a plan.*
- *Ability to meet deadlines.*
- *Ability to handle multiple tasks and projects.*
- *Ability to use computers including Microsoft Office/Word, PowerPoint, Excel, data base programs, Internet and e-mail.*
- *Openness to ongoing personal development and training.*
- *Familiarity with digital strategies and ability to incorporate them into a campaign.*
- *Ability to work long and extended hours when needed.*
- *Ability to travel on a regular basis, sometimes extensively and for long periods of time.*
- *Ability to build positive working relationships within our industry.*
- *Ability to manage assigned areas on an organizing campaign and utilize worker engagement through leafleting campaigns.*
- *Maintain data reports, chart and map facilities.*
- *Understand the basics of the Labour Relations Code and other relevant laws/regulations affecting organizing campaigns.*
- *Record/track and report conversations, assessments and assignments.*
- *Ability to work with other ironworker and field and shop organizers including the building trades.*
- *Being bilingual is an asset*

## **Other Requirements**

- *Long and extended hours and travel is required. Work is generally performed in the field on jobsites and various locations as strategically required interacting with various constituents including members, non-members, contractors and other business contacts as needed.*

- **Must be able to travel periodically** to attend training and meetings in the United States of America.
- Must not be currently collecting an Ironworkers local union or International Ironworkers pension benefit.

### **Salary/Compensation**

**Wage:** Journeyman Industrial Wage - Structural  
(Calculated average using current Collective Agreements of field locals 711, 752, 764, 842 of the District Council of Eastern Canada).

**Per Diem:** \$65/day x 5 days/week x 52 weeks = \$16,900

**Expenses:** Hotel accommodation, economy class air-faire, standard car rental and car rental fuel costs are covered by the International (credit card provided by International to cover these costs).

**Benefit:** Ironworkers International Health & Welfare Benefit Package  
Ironworkers International Pension Plan (5-year vesting)

### **To Apply For This Position:**

By E-mail or Mail, please include the following:

- Cover letter
- Resume with references

**Deadline Date: June 30, 2018**

### **E-Mail:**

In 'Subject' of email include 'Field Organizer Position'

### **Mail:**

See list of e-mails below.

#### **District Council**

7811 Louis-H. Lafontaine

Suite 205

Anjou, Quebec

H1K 4E4

[info@iwdcec.ca](mailto:info@iwdcec.ca)

514-328-1482

**Local 711**

9950 du Golf  
Anjou, Quebec  
H1J 2Y7  
[m-viger@local711.ca](mailto:m-viger@local711.ca)  
514-328-2808

**Local 752**

24 Lakeside Park Dr  
Lakeside, NS  
B3T 1L1  
[iron.worker@ns.sympatico.ca](mailto:iron.worker@ns.sympatico.ca)  
902-450-5615

**Local 764**

38 Sagona Avenue  
Donovans Industrial Park  
Mt Pearl NL AIN 4R3  
[tom.w@nf.sympatico.ca](mailto:tom.w@nf.sympatico.ca)  
[info@ironworkerslocal764.com](mailto:info@ironworkerslocal764.com)  
709-747-2111

**Local 842**

Suite 214, Building B  
580 Main St.  
Saint John, NB  
E2K 1J5  
[local842@bellaliant.com](mailto:local842@bellaliant.com)  
[ironsky@rogers.com](mailto:ironsky@rogers.com)  
506-634-7313