

Director of Labor

Oregon Nurses Association

(Tualatin, a nearby suburb of Portland, OR)

Position open until filled.

The Director of Labor is a highly-qualified organizer, healthcare advocate and strategist who oversees labor representatives for over 50 facility-based bargaining units throughout Oregon. The Director leads a team of Lead Representatives who are responsible for contract negotiations and enforcement, leadership development, issue campaigns and community outreach. ONA is in the process of implementing an organizing model approach to build member engagement.

The Director of Labor is a member of the Executive Leadership team, reporting directly to the Executive Director. The Director of Labor collaborates closely with all members of the Executive Leadership Team but especially with the Director of Organizing on strategic campaigns to grow and strengthen ONA's membership.

The Oregon Nurses Association (ONA) has a proud 116-year history leading the way for nurses and patients and making a difference in nursing practice, politics and labor, especially in these pandemic times. The ONA is looking for a Director of Labor to help lead the organization as a champion for the right to health care and patient-centered nursing standards (especially via the Oregon Nurse Staffing law).

ONA represents approximately 15,000 union members, professional association members, and student affiliate members across Oregon. ONA administers over 50 collective bargaining agreements across the state and represents both public and private sector employees primarily in acute care hospital facilities. ONA is affiliated with the American Nurses Association (ANA), American Federation of Teachers (AFT), and the AFL-CIO.

The role requires an experienced, motivational, visionary leader to strengthen relationships, update protocols, and build trust and buy-in.

Scope of Responsibilities

- Responsible for ONA's Labor Cabinet, a statewide elected leadership body that oversees the ONA's labor program;
- Oversee contract negotiations, collective bargaining enforcement, internal organizing and play supportive leadership role in new organizing;
- Develop ONA's labor research capacity (in collaboration with the Professional Services and Organizing Departments)
- Work with the Executive Director and Executive Leadership Team to collaborate with ONA's elected Board of Directors;
- Leads a unionized team facilitating culture change and utilizing labor values and a collaborative approach championing diversity, equity and inclusion.
- Provide ongoing professional development for members of the department;
- Develop and manage a budget and be familiar with DOL requirements;
- Interface with AFT;
- Serve as lead representative with coalition-efforts;
- Develop member education and leadership development programs and help plan Bargaining Unit Leadership Conference (BULC) to create a leadership pipeline for the House of Delegates, Safe Staffing Committees, Labor-Management Committees and Professional Nursing Care Committees.

Minimum Qualifications

- Familiar with the challenges of the health care industry and passion for and advocacy of the nursing profession and labor movement;
- Extensive experience negotiating and enforcing collective bargaining agreements; and proven track-record implementing organizing model; ideally has experience with master contracts;
- Minimum of five-years senior-level management experience in a large organization;
- Experience with internal and external organizing programs;
- Capacity for managing multiple projects;
- Excellent listening skills, emotional intelligence, interpersonal and problem-solving abilities;
- Experience supervising, mentoring, and training a unionized staff (and/or implementing training programs);
- Proficient in the language and practice of diversity, equity and inclusion and committed to approaching and building all work through these values and priorities.
- Experience with union budgets, fiscal oversight, DOL requirements;

Salary and Benefits

- ONA offers a starting annual salary range of \$115k - \$139k based on experience

There is an exceptional benefits package including employer paid medical, dental, vision, long and short-term disability, life insurance, 401(k) employer match of up to 11% to IBT managed fund. Plus, annually: 5 weeks' vacation, 8 personal days, 2 weeks sick time.

Application Procedure:

To apply please submit two (2) separate documents:

1. A letter of application that addresses how your experience and professional qualifications prepare you to hit the ground running and serve the needs of ONA now and what is needed in the future (1,000 words or less). Please include your last name in the title of the document.
2. Resume, and include links to any job-related social media listings such as LinkedIn. Please include your last name in the title of the document.

Send the two documents by email only to *both*:

- Jim Potterton: jpotterton@sbcglobal.net
- Eileen Toback: eileentoback@gmail.com,

Margolies Potterton, and Associates, Union Search, LLC, ONA's Search Consultants

For confidential inquiries about this position please contact:

Eileen Toback 202 251-3739

Our Commitment to Equity and Fairness:

ONA is deeply committed to diversity and inclusion in its hiring practices. We are an affirmative action, equal opportunity employer. Women and people of color are encouraged to apply.

First review of applications due by December 7, 2020