

Organizer/Pilot Group Liaison for Labor Unions

The **Air Line Pilots Association, International (ALPA)**, the largest airline pilot union in the world and the largest non-governmental aviation safety organization in the world (representing over 64,000 pilots at 39 U.S. and Canadian airlines) seeks an experienced Organizer/Pilot Group Liaison for our Tysons (McLean), Virginia office. As an integral part of the Representation team, the **Organizer/Pilot Group Liaison** serves as the primary contact within the Association for pilots interested in organizing their pilot group to be represented by ALPA. They manage and maintain contact with interested pilots and pilot groups and provide information concerning these contacts with the Association through regular communication with the Director, Representation, and through periodic meetings of ALPA's Organizing Task Force for consideration of action by the Association. In consultation with the Director or their designee, they execute decisions and undertake work to assist in organizing pilots for representation by developing an appropriate campaign; establishing and training volunteers within the group to create an Organizing Committee (OC); coordinating ALPA assistance to the OC; providing information, monitoring, and coordination of organizing communications and events; and, providing assistance, when appropriate, in seeking and conducting a representation election under the auspices of the appropriate government agency. Following a successful election, they serve as the pilots' primary contact for information, resource coordination, and assistance within ALPA as the pilot group organizes their own governing structure, within ALPA's Administrative Manual and Constitution & By-Laws, and establishes a new Master Executive Council (MEC).

Travel (U.S. and Canada): 25 – 50%; sporadically 75%.

ALPA is an equal opportunity employer that is committed to diversity and inclusion in a safe workplace. We prohibit discrimination, harassment and harmful behavior of any kind based on race, color, sex, religion, sexual orientation, national origin, gender identity, disability, genetic information, pregnancy, or other protected characteristics as outlined in federal or provincial laws. We highly value everyone and all are encouraged to apply, including minorities, veterans, and people with disabilities.

Minimum Requirements:

- Bachelor's degree in relevant area, e.g., Economics, English, or Political Science, from an accredited college or university required; or, the equivalent combination of education and experience.
- Ten (10) years prior or related experience in labor organizing and/or acting as a policy advocate.
- Five (5) or more years relevant ALPA experience strongly preferred. At management discretion, ALPA experience with proven expertise may be substituted for some of the above.
- Demonstrated ability to connect well with people and work successfully in member-driven and non-hierarchical organizations.
- Record of success in moving grassroots initiatives forward a strong plus.
- Knowledge of the aviation industry and organizing issues and strategies preferred.
- Software: Microsoft Word, Outlook, Excel, PowerPoint, and SharePoint required.

Physical Demands:

Note: The physical demands described herein are characteristic of those that must be met to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals to perform the essential physical activities of this position described below.

Constantly operates a computer/smartphone/tablet. Regularly required to maintain a stationary position; move about the office and the local metropolitan area; determine what others have said or written; and, converse with others and exchange accurate information.

Regularly required to sit, stand, bend, reach, and move about the office and travel (locally, nationally, and internationally). May also include occasional bending, stooping, squatting, and/or pushing and pulling or moving, e.g., to pack, unpack, and/or move cases.

Occasionally required to move, raise, reach, and/or retrieve binders, books, boxes, and files up to ten (10) pounds (lbs.). While on travel, could be responsible to move, raise, reach, and/or retrieve luggage weighing as much as 50 lbs. (Assistance may not always be available.)

Please apply online at <https://jobs-alpa.icims.com/jobs/1406/organizer-pilot-group-liaison/job>

ALPA offers competitive salaries with terrific benefits, including:

- 401k Plan with Non-Elective Employer Contribution of 13% after 180 days of employment. **No employee contribution required!** The plan includes a Roth option and 4-year vesting schedule.
- Generous health care benefits on day one – PPO, Kaiser (where available), and a High Deductible Health Plan which includes coverage for medical, dental, and vision benefits for employee, spouse, and/or dependent children;
- 27 days paid vacation and holidays per year plus 2 volunteer days per year;
- Generous sick and bereavement leave;
- Competitive parental leave;
- Company-paid premiums for disability and life insurance;
- Flexible Spending and Health Savings accounts;
- Retiree health plan;
- Education Assistance Program; and,
- Optional benefits including pet insurance, excess life insurance, legal plan, and qualified transportation fringe benefits, where available.

Relocation Not Provided.