



## 5 STATES PIPE TRADES ASSOCIATION

### 5 States Pipe Trades Association Organizer

The position of 5 States Pipe Trades Association (5SPTA) Organizer requires organizing unrepresented pipe trades workers and non-signatory contractors into UA Locals that are located within our jurisdictional area of responsibility that covers over 550,000 square miles. Each Organizer will be challenged both mentally and physically in accomplishing the objectives set forth and must strive to maintain a standard of the highest professionalism! The candidate would be working to **promote primarily HVAC/R**, along with all covered work, across multiple states working to further expand our market share.

Mentally, you will work long hours, irregular hours, evenings, weekends, and often away from home several nights a week. You must be able to speak in front of small and large groups of workers, contractors, career seminars, and even possibly at conventions. **You will be met with rejection, disappointment, and often hostility in most areas you attempt to organize and must always maintain a professional demeanor.** You will, with hard work have successes but they are often few and far between and very short lived. You will need to understand and be able to articulate our Union, Collective Bargaining Agreements, health & retirement plans, and Local Union Bylaws. You will need to become familiar with Labor Law as it is a vital tool in our arsenal. These are some key traits of an effective Organizer: Critical Thinking / Writing / Coordination / Social Perceptiveness / Time Management / Monitoring / Active Learning / Complex Problem Solving / Persuasion / Negotiation / Instructing / Innovation / Analytical Thinking / Stress Tolerance / Technological Proficiency. **Above all, we operate without egos letting our work do the talking!**

Physically, this job is taxing and changes daily. Our vehicles are our office, so we spend countless hours behind the wheel. You will have times of standing for up to 4-6 hours at any given time while teaching one of the UA organizing programs or training classes we participate in, so the ability to stand for long periods of time in somewhat stressful environments is crucial. While doing job site visits which can be up to as many as 20 construction sites a week, on average, you will be subject to varying terrain such as uneven ground, unstable concrete, wet conditions and maneuvering around building materials and unsmooth conditions of construction sites (just like most typical jobsites). You will be climbing ladders, often multiple flights of stairs when no elevator is available, which on new construction is often the last necessity to be installed. While conducting worker outreach you may have to navigate on rooftops, so fear of heights should be considered. You will have to be physically fit enough to perform these tasks as what would be expected of you in the field and stay that way throughout the course of your employment.

The position requires travel for training, assisting organizing efforts in other UA jurisdictions and/or anything the UA Organizing Department / 5SPTA requires. The ability to multi-task and have flexibility in schedule / routine are paramount to the job description of a 5SPTA Organizer. There will be times when you will have enough notice of upcoming travel and others when short notice flexibility is essential. Three weeks a month on the road can be reality so that must be understood and accepted.

Organizers will utilize computer systems to document work or gather information and should be able to efficiently operate Microsoft Office. Along with the responsibility of sending reports routinely, one must be capable of maneuvering through web-based platforms in doing mostly simple but at times very in-depth research. You must be able to take direction, capable of operating autonomously as well as working with a team in unison. **We must all possess a team first mentality for the greater good of the United Association, without exception, while always mindful that the sum is far greater than the parts!**

We are a family, and we work for the cause and that is instrumental to our success. Balancing personal and professional lives is never easy, and this job will tax you to the very core. The ability to separate the two is required. We are in a progressive business, and we must all work together in a proactive rather than reactive manner to keep morale high and our footprint in our industry ever significant. If this speaks to you and your interested in a challenge in the dynamic world of Organizing for the United Association, the 5 States Pipe Trades Association, and all Local Unions within the jurisdiction, then **please submit your resume no later than June 15<sup>th</sup> 2020. Interviews will be scheduled shortly thereafter for a begin date in early July 2020.**

Please email resumes to: [mhill@uanet.org](mailto:mhill@uanet.org)

Best Regards,

Mike Hill

Lead Organizer

5 States Pipe Trades Association