

## **PDC 30 Job Announcement**

### **Zone C Field Organizer**

Painters District Council No. 30 (PDC 30) seeks to hire a full-time Field Organizer in Zone C to represent and support initiatives across PDC 30's jurisdiction. The Zone C Field Organizer will operate in the finishing trades construction industries with a primary responsibility of organizing unrepresented workers, utilizing both traditional "bottom-up" strategies – engaging unrepresented workers – and "top-down" strategies – engaging contractors directly to forge a contractual relationship to access a unionized workforce and work opportunities. PDC 30's organizing practice involves the leveraging of multiple programs and supportive technology, as well as imaginative approaches to union job action. The Zone C Field Organizers will be expected to cultivate strategic relationships and political alliances, engage community members and leaders, cooperate with regional social justice organizations, collaborate with organizers representing adjacent Illinois District Councils, and participate in nation-wide organizing campaigns in coordination with the International Union of Painters and Allied Trades. The Field Organizer will support PDC 30's Director of Organizing; become acquainted with the members, employers, industry market, and end-users within PDC 30's 32-county jurisdiction; and participate in District Council-wide, team-based action intended to increase the frequency and value of work in the finishing trades for members of PDC 30.

#### **Key Skills & Experience**

- Exceptional interpersonal, organizational, analytical, problem solving, and project management skills; advanced communication skills, both written and verbal; and interpersonal skills necessary to develop and maintain effective and appropriate working relationships with diverse staff of PDC 30, partner organizations, and professional service providers.
- General knowledge of labor law and regulatory requirements pertaining to the organized construction sector, collective bargaining in public and private contexts, workplace health and safety regulations, and a willingness and interest in expanding such knowledge over time.
- General understanding of the labor movement and related concerns, such as economic justice, racial justice, immigrant rights, and worker safety; and ability to diplomatically and wisely encounter and address intentional and unintentional sexism, racism, and other prejudices that might lead to discriminatory behavior within the building trades environment.
- Ability to develop and implement union education and mobilization strategies, organizing strategies, and techniques aimed at specific industry targets or end-users in all markets where painting, drywall finishing, and glazing work is being performed.
- Ability to represent PDC 30 at local building trade councils, local labor councils, social justice organizations, and other groups that advocate on behalf of working people.
- Ability to enthusiastically utilize technology to maintain records of activity and prospective targets for organizing activity.

**Requirements:** High school diploma or equivalency; five (5) or more years of verifiable work experience in the construction industry; and a valid Illinois driver's license.

**Preferred Qualifications:** Certificate of Completion of IUPAT-sponsored, DOL-registered apprenticeship program; Bachelor's degree or advanced degree(s) in field related to the duties of the position; demonstrated leadership capacity within a construction environment (long-term placement within same company, supervisory roles, participation in complex large projects, etc.); experience working in a supervisory role; experience working as a field organizer in the construction industry; basic knowledge of labor law, union organizing, and anti-union employer tactics; ability to speak fluently, listen, and write in Spanish; competence with Microsoft Office applications, such as MS Word, Excel, and PowerPoint; residence within/near PDC 30's Zone C jurisdictional area.

### **Painters District Council No. 30**

Members of Painters District Council No. 30 (PDC 30) are construction craftspersons who work in the finishing trades as either apprentices or journey workers represented by PDC 30, one of 33 District Councils of the International Union of Painters and Allied Trades (IUPAT). They are painters and decorators, drywall finishers, and glaziers. PDC 30 covers a geographical territory of 29 counties in Northern and Central Illinois, as well as 3 counties in Wisconsin. Included in the jurisdiction are the large municipalities of Aurora, Elgin, Rockford, and Peoria. PDC 30 is a progressive union dedicated to thoughtful advocacy in partnership with, and on behalf of, its members and signatory contractors. PDC 30's central goal is increasing the value and frequency of industry work. This is accomplished through state-of-the-art craftsperson safety and skills training, industry-focused political action, aggressive market sector monitoring and job action, diligent joint-management of health and pension funds, and the development and implementation of growth strategies.

### **Probationary Period and Compensation**

Employment with PDC 30 is contingent upon adequate financial resources and performance; however, applicants should know that PDC 30 seeks to cultivate expertise among its staff members and is determined to support its employees with structured professional development and advancement opportunities. The Zone C Field Organizer will serve an initial one-year probationary period with a performance review to commence during the 9<sup>th</sup> month of employment. That review will provide both the employee and PDC 30 an opportunity to discuss performance and expectations going forward, and ideally result in continuation of employment for several subsequent years. The Zone C Field Organizer will be a salaried employee; compensation will be comparable to full-time employment in finishing trades and will include PDC 30 health & welfare and pension plan participation and benefits.

### **Hiring Process**

Review of applications will commence following the **application deadline of June 10, 2022**. A search committee will sponsor no more than ten (10) candidates to participate in the **IUPAT Organizer Boot Camp scheduled for June 16-18, 2022 (at this time scheduled as an in-person event in Aurora, IL)**. Candidates not selected to attend the IUPAT Organizer Boot Camp will receive notification that they were not selected. At the conclusion of the

IUPAT Organizer Boot Camp, no more than three (3) finalists will be invited to participate in an in-person interview (subject to modification based on public health guidelines in effect at the time). Candidates not selected to be among the finalists will receive notification that they were not selected. Interviews of finalists will be scheduled to accommodate candidates' work schedules. Subject to modification based on public health guidelines at the time, interviews will likely to involve a dinner meeting, followed by a scheduled half day on-site meeting involving a tour of the facilities, a series of brief interviews with select PDC 30 leaders, a 30 minute interactive presentation in which the candidate will address an audience on a topic related to organizing, collective bargaining, and/or labor relations (coordinated with the PDC 30 Business Manager/Secretary Treasurer (BMST) and Director of Organizing), and an interview with the search committee. Following the in-person interviews, the Director of Organizing will rank the candidates and recommend one for hire. Once the position is accepted and the BMST has approved the hire, the remaining finalists will receive notification that they were not selected.

### **How to Apply**

To be considered for the Zone C Field Organizer position, applicants must complete a **Position Questionnaire** that can be found at [www.pdc30.com](http://www.pdc30.com). The completed and submitted Questionnaire will constitute application for the position (the Questionnaire will require thoughtful responses; applicants are encouraged to dedicate sufficient time to review and complete). Applicants are encouraged to also submit an updated resume either with their completed Questionnaire or shortly after. **In order to receive full consideration, Questionnaires should be submitted by the end of the day, June 10, 2022.** Applicants should submit Questionnaires by attaching their responses to an email sent to: [mrichards@pdc30.com](mailto:mrichards@pdc30.com) (if applicants have difficulty accessing the Questionnaire, also contact [mrichards@pdc30.com](mailto:mrichards@pdc30.com)). Applicants should receive an email confirming receipt once PDC 30 has received and printed the Questionnaire. If, within two business days of submission, applicants have not received an email confirming receipt of the Questionnaire, they should contact PDC 30 at 630-377-2120. Questions regarding the position should be sent to Mandy Jo Ganieany at [mganieany@pdc30.com](mailto:mganieany@pdc30.com).

### **Non-discrimination Policy**

In accordance with federal, state, and local laws, PDC 30 is an equal opportunity employer and does not discriminate on the basis of actual or perceived race, color, religion, creed, national origin or ancestry, age, gender, gender identity, marital status, pregnancy, sex, sexual orientation, military status, unfavorable discharge from military service, veteran status, citizenship status, physical or mental disability, or order of protection status.