



The Association for Los Angeles Deputy Sheriffs (ALADS) is seeking to fill the position of

Field Representative
Salary Range \$4,622 - \$5,726/month

ALADS offers excellent pay and fringe benefits, including medical, dental, vision, life insurance, flexible spending accounts, and a retirement plan. Field Representatives also receive a monthly cell phone and auto allowance.

The Field Representative primarily works as a liaison between ALADS' leadership and the membership. Provides guidance and assistance to bargaining unit members while promoting the ALADS message and developing union leaders amongst the membership. Assists in the achievement of ALADS organizational goals through a communications network that relies on attendance at unit briefings and other formal and informal communication methods with ALADS members as well as members of management.

Examples of Responsibilities:

- Collaborate and communicate daily with the ALADS leadership to disseminate accurate information and assist with labor issue resolution.
- Cultivate and assist in developing ALADS membership; inform members on the benefits of their membership and the rights under their collective bargaining agreement; promote ALADS functions and encourage member participation; recruit and maintain contacts and Unit Representatives at each facility and empower them to further the goals of ALADS at their facility.
- Conduct daily visits to member work sites to meet and interact with members one on one, in small informal groups and in large formal briefings; provide effective and reliable communication to members; disseminate ALADS literature; maintain current union bulletin boards; answer questions in regards to ongoing union business and departmental news; identify needs, concerns and issues of members and report back to ALADS leadership.
- Build a positive rapport with management at facilities to ensure freedom of movement and easy access to members at their work sites.
- Attend regularly scheduled Field Representative and Unit Representative meetings as well as other ALADS business and social functions.
- Provide weekly reports to the ALADS Executive Director.

Desirable Employment Standards:

Graduation from an accredited college or university with a Bachelor's degree in public administration, business administration or closely related discipline and at least two (2) years of full-time experience in a related professional capacity.

Knowledge of public sector unionism, California labor laws, organizing methods, collective bargaining, employee relations, modern office practices and procedures, law enforcement operations and workplace issues; current personnel policies, and principles of communication.

Ability to perform a wide variety of highly responsible duties; establish and maintain effective relations with union members and department management; lead and motivate others; maintain confidential information; use advanced English skills in all communications, reports, and public speaking; exercise independent judgment on matters where the consequence of error is moderate; and work under pressure accomplishing the duties and responsibilities of the position.

Must have must have a valid California Driver's License, proof of car insurance, a dependable vehicle available to work each business day, and be willing to travel extensively throughout Los Angeles County on a regular basis.

Willingness to work a variable work schedule, to include overtime.

If you meet these requirements and are interested in the position, please send your resume and cover letter, mentioning this posting from unionjobs.com, to careers@alads.org . Include "Field Representative" and your full name in the subject line.

The application period will remain open until the position is filled.