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 Region 11

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 Region 11

Eddie Herron  
 Region 3

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 Region 2

Milando Hunter  
 Region 6

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 Region 10

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Phyllis McMillon  
 Region 1

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 Region 7

Sam Muma  
 Region 6

Lois Murray  
 Region 3

Cindy Spurlock  
 Region 2

Christopher Wayne  
 Region 5

Tony Williams  
 Region 4

Faith Wormsbacher  
 Region 6

Janae Wouldfolk  
 Region 1

**JOB POSTING**

**Position:** Field Staff Representative  
**Posting Date:** September 7, 2022  
**Closing Date:** September 21, 2022  
**Assignment:** Detroit Office

	ANNUAL RATE	PER PAY RATE
START	\$56,217.21	\$2,342.39
6 Months	\$58,848.33	\$2,452.02
1 Year	\$61,479.45	\$2,561.65
1.5 Year	\$64,110.57	\$2,671.28
2 Year	\$66,741.69	\$2,780.91
2.5 Year	\$69,372.81	\$2,890.54
3 Year	\$72,003.93	\$3,000.17
3.5 Year	\$74,635.05	\$3,109.80
4 Year	\$77,266.17	\$3,219.43
4.5 Year	\$79,897.29	\$3,329.06
5 Year	\$82,528.41	\$3,438.69

**Primary Responsibilities:**

- Assists Local/Chapter officers, stewards, and other work site leaders in developing strategies for contract negotiations, contract campaigns, anti-privatization fights and other programs.
- Handles bargaining unit servicing activities.
- Plans and executes a program to expand the scope of representation.
- Representation functions include negotiating labor contracts, representing employee in grievance and disciplinary hearings, extensive writing, reading, and telephoning to correspond with the membership and employers, attending Local/Chapter Union, Management, and other meetings, and keeping extensive and accurate notes and files for each bargaining unit, or group of members represented.
- Communicates the Union's vision for building strength and achieving growth to members and leaders and guides their activity on behalf of the union.
- In conjunction with regional management, actively promotes AFSCME's organizing agenda with affiliates, building political support, and encouraging creation of strong organizing capacity at the Locals/Chapters.
- Communicates one-on-one with supporters, leaders and members and guides their activity on behalf of the union. Investigates and prepares PERA/MERC, NLRB, and FMCS filings.
- Staff Representatives are on call 24 hours a day and 7 days a week.
- Other duties as required.

**Minimum Requirements:**

- High school diploma or equivalent.
- Three (3) to five (5) years of relevant organizing/servicing experience, or any combination of education and experience which provides the following knowledge, skills and abilities: knowledge of servicing union members at a professional level; knowledge of labor unions and labor relations; knowledge of labor board proceedings and hearings; knowledge of computers and applicable software; ability to plan and coordinate work activities; ability to establish and maintain effective work relationships with employees and members; ability to conduct research and gather information for negotiations, arbitrations, strategy development and other servicing activities; ability to negotiate collective bargaining agreements; ability to develop persuasive written and graphic documents; ability to do PERA, NLRB, and FMCS filings; ability to communicate effectively, orally and in writing; ability to effectively plan workers' actions including strikes.
- Must at all times possess a valid driver's license, suitable transportation, and provide proof of insurance at Council 25 mandated levels.

**To Apply:** Submit Cover letter and Resume to:

[Kfloyd@miafscme.org](mailto:Kfloyd@miafscme.org)

or

AFSCME Michigan Council 25  
ATTN: Kimberly Floyd, Human Resources  
1034 N. Washington Ave.  
Lansing, Michigan 48906