JOB POSTING:
Union Representative

This position is an OPEIU 12 Union position based out of the South St. Paul Office

Classification: Field Staff – Union Representative

DEADLINE FOR APPLYING IS FRIDAY, NOVEMBER 20, 2026

The Union Representative is a permanent full-time position and will include work in internal organizing, grievance processing and contract bargaining. Applicant must be available for travel and training outside of the Twin Cities area.

Average hours required per week: 48. Union Representatives are expected to be available seven days a week and must be available to work out of town when necessary.

This is a salaried position. No overtime or premium time is paid for additional hours, weekend work, etc. Union Representatives typically work to organize and support members at the site level, process grievances and bargain collective bargaining agreements as assigned by the President or his designee. Other duties of a Union Representative shall be as assigned by the President or their designee.

Knowledge, Skills and Abilities:

- Strong communication skills.
- Demonstrated commitment to unions, supporting and developing members' voices.
- Working knowledge of labor rights and contract language.
- Work effectively in team settings as well as independently.
- Working and demonstrated knowledge of collective bargaining.
- Effectively service membership, including monthly site visits, responding to member concerns and questions in a timely manner.
- Assist Bargaining Department with bargaining responsibilities by identifying and recruiting members of bargaining committees; negotiate collective bargaining agreements and wage openers.
- Knowledge and experience of identifying member grievances, follow grievance processes and assist Grievance Department in processing grievances according to contract language.
- Recruit members for Union actions and activities, work to increase participation, identify leaders, and build the Local.
- Perform duties and assignments related to membership servicing and organizing as assigned by the President.
- Attend all staff, executive board meetings and general membership meetings. It is the expectation that all Field Staff work from the office on days the executive board meets. The intent is so that staff may interact with rank and file members who have been elected as officers of our Local.

Local 1189 does not provide autos. A four-door auto is preferred but is not required. An American and Union-made auto is essential. Mileage and benefits will be paid according to the OPEIU 12 staff contract.

Send a LETTER OF INTEREST and RESUME outlining your experience and reason for wanting the position by email to President Adam Evenstad at aevenstad@ufcw1189.org.

DEADLINE FOR APPLYING: Friday, November 20, 2026.