

Open Position



Position: **Field Representative**

Employment starts: **May 1, 2010**

Location: **Based in CFT Alameda office.** Assignment requires considerable travel throughout the Bay Area.

Salary range: **\$71,332–\$100,313** (Steps 1–5 on a 10-step schedule, depending on qualifications and experience), plus full employee fringe benefit package: health, dental and vision plans and retirement program.

Deadline to apply: **March 19, 2010**

The AFT in California represents school employees, certificated and classified, at every level of public and private education — pre-school and Head Start, K-12 public and private schools, community colleges, private higher education, and the University of California.

The philosophy of the CFT is to develop capabilities and expertise at the local level. All staff are expected to do those things that help create a sense of organizational identification and inclusiveness on the part of AFT/CFT leaders and members. The CFT operates a decentralized organization with field representatives assigned to all AFT/CFT locals in specific geographic areas.

Qualifications and experience

1. Public and private sector employee collective bargaining experience: organizing, contract development and negotiations, education agency budget analysis, grievance administration and arbitration procedures, working knowledge of public employee collective bargaining laws and national labor relations law and practice, membership recruitment, representational petition campaigns and elections.
2. Broad understanding of the critical issues and problems facing education and workers in California and the nation.
3. Current California driver's license.
4. Experience as a local leader of the AFT preferred.
5. Experience in private sector employee collective bargaining desirable.

Duties and responsibilities

CFT locals and members have developed a very high expectation of CFT field staff competency. CFT field staff assists AFT/CFT locals in preparing for negotiations and, in some cases, in negotiating contracts. They also work with locals in developing and organizing direct action activities and recruitment campaigns, in union political organization for state and local issues and candidates, and in union administration. They are also expected to be effective public speakers, clear and lucid writers, and socially aware citizens of our society.

Field staff also organizes education employees into new AFT locals.

Membership in the CFT Field Representatives Union is required.

To apply for the position

Submit letter of application, résumé, salary history and writing samples to:

California Federation of Teachers, AFT, AFL-CIO
Bay Area Office
1201 Marina Village Parkway, Suite 115
Alameda, CA 94501
Attention: Margaret Shelleda, Executive Director

The CFT is an equal opportunity affirmative action employer.