

UniServ Collective Bargaining and Research Consultant

Apply Here: [Ohio Education Association - UniServ Collective Bargaining and Research Consultant - Columbus, OH](#)

The Ohio Education Association (OEA) is seeking a new team member in the Education Policy Research and Member Advocacy Department for a challenging and rewarding position as a UniServ Collective Bargaining and Research Consultant. The Ohio Education Association represents 120,000 teachers, faculty members, and support professionals in Ohio's public schools, colleges, and universities. The UniServ Collective Bargaining and Research Consultant plans, directs, and evaluates association collective bargaining strategy and collective bargaining process to assist in the achievement of state and local collective bargaining goals. This position will focus on those Essential Functions highlighted in **BOLD** below, however will be responsible on some level for all essential functions listed. Qualified applicants will have academic and/or professional experience in research methodologies, developing and interpreting survey results, manipulating/analyzing large data sets especially related to economic, financial or workforce information, and strong communication and electronic technical skills.

Essential Functions:

- Develops statewide bargaining strategies and assists in the implementation of those strategies at the local level.
- **Conducts state-based research actives that support OEA collective bargaining and the OEA's strategic priorities**
- Analyzes and utilizes, as appropriate, national sample bargaining language in the development of state model contract language around federal and state
- Develops, on an on-going basis, statewide prototype contract language and disseminates said language to all Labor Relations Consultants.
- Serves as a resource consultant in areas of assignment and represents OEA positions in those areas to OEA governance, membership, or allied agencies and interest groups
- Compiles and analyzes court decisions, arbitration awards and legislative changes that impact on the collective bargaining process, synthesize said information, and provides periodic reports of said information
- Assists in developing legislative positions as they impact the collective bargaining process, equity and adequacy of school funding; may assist with lobbying activities regarding school funding issues
- Provides consultation in the development of contract language to be utilized in local bargaining, contract impasses, fact-finding hearings and processing of grievances at arbitration, as assigned
- **Assists in the development and administration of surveys, polls, and status studies as assigned**
- **Analyzes school budgets, and audit reports from internal and external databases; serves as fiscal consultant to staff as assigned**
- Provides consultation and develops professional development activities consistent with statewide collective bargaining goals and strategies relative to contract development and contract enforcement, including student centered advocacy and professional issues
- Establishes, review and analyzes up-to-date databases relative to research and collective bargaining to identify trends and opportunities for collective bargaining, model contract language and arbitrations
- **Develops research bulletins in areas of assignment which may include health insurance benefits, contract provisions, negotiation procedures, and economic status of education professions**
- Leads and assists staff and member work groups focused on collective bargaining and advocacy as assigned
- Supports field operations as assigned

- Serves as a liaison/advisor and subject matter expert as assigned
- Attends major conferences, workshops, etc. in areas of assignment and disseminates relevant information obtain at said approved professional training
- Performs other duties as assigned by the immediate supervisor within the job description

Qualifications:

- *Bachelor's degree (Master's degree preferred) and minimum of three to five years of experience*
- Demonstrated work experience developing and implementing evidence-based, collective bargaining strategies, including extensive knowledge of labor-management relations, collective bargaining law, organizing and crisis management, school funding, P-12 and higher education issues, and employee benefits including health insurance and the Affordable Care Act
- **Demonstrated understanding of and work experience with research methodologies and data management and their application to collective bargaining strategies and language development, including knowledge of databases and resources relevant to collective bargaining and P-12 and higher education issues**
- Demonstrated successful experience at developing and presenting arbitration cases and writing arbitration briefs, including familiarity with arbitration database management
- Knowledge of adult learning theory with demonstrated successful experience at planning and conducting professional development for small groups and for conferences and events, preferred
- **Demonstrated ability to communicate effectively orally, in writing and with contemporary electronic technologies**
- Demonstrated interpersonal skills and ability to work independently and collaboratively on complex issues with cross-functional, diverse teams (internal and external)
- Willingness to travel, work weekends and serve as staff liaison to OEA governance and affiliated groups

Benefits Include:

- Paid Time Off (Personal, Vacation, Sick and Parental Leave)
- Medical, Dental & Vision Coverage
- 401K Employer Match
- Retirement / Pension Plan
- Professional Development Training Opportunities

Authority and Relationships:

Responsible to the immediate supervisor; recommends policy and procedure changes to and through the immediate supervisor.

OEA is an Equal Employment Opportunity Employer.

Consideration is given to all applicants without regard to age, ancestry, sex, race, color, creed, religion, sexual orientation, gender identity or expression, marital status, national origin, residence, disability, socio-economic status, military status, political affiliation, genetic information; on the basis of pregnancy, childbirth, or related medical conditions; or, degree of association activity.