

**IBEW Local 890**  
**Membership Development Representative/Organizer**  
**POSITION AVAILABLE**

Each IBEW Local 890 Business Representative has unique responsibilities, although in the event one is absent, all are expected to fill in that position seamlessly. Business Representatives are appointed by the Business Manager. Local 890 is soliciting membership to fill the role of Local Organizer. This position requires a specific skill set and includes a multitude of activities, duties and responsibilities.

Proven leadership and organizational skills are imperative. Candidates must have excellent time management skills and be a highly motivated self-starter with an outgoing personality.

There is an expectation that the candidate will have experience and overall knowledge of our industry and with some training will master the necessary skills required of all local 890 Business Representatives. This Representative position generally is an 8:00 a.m. - 4:30 p.m. organizing job. This position also involves some night meetings, weekend obligations, and regular out-of-town travel. Candidate must be an IBEW Local 890 JW member in good standing.

After a relatively short period of time and training, the post includes the following responsibilities:

1. Primary duty will be to assist the Business Manager's obligation under the IBEW Constitution to organize their jurisdiction. This includes jobsite visits, visiting the homes of unrepresented workers, and visits to non-union contractors.
2. Attend out-of-town membership development conventions and district/state organizer meetings.
3. Develop intimate knowledge and a sound understanding of Local 890 Bylaws, Referral Procedure, and the IBEW Constitution.
4. Maintain membership/applicant records which will include filing and organizing existing files.
5. Ability to work with challenging people in both labor and management.
6. Computer skills are used in many organizing and office activities and basic knowledge is required.
7. Attend all Local 890 Membership Union Meetings and Executive Board Meetings.
8. Assist with Local 890 Community Outreach, coordinating with retiree volunteers and special interest groups.
9. Understanding of the NECA/IBEW Drug-Free Alliance Policies.
10. Occasionally write articles for publication in our local newsletter.

11. Coordinate with Local 890 Registrar: Local 890 is involved in political aspects associated with our Trade and helping to procure work for our members including preserving our prevailing wage and other political functions comprising:

- ✓ Promote Political Education
- ✓ Keep Local 890 records, and encourage all members to register and vote
- ✓ Keep membership informed on candidates and pending legislation
- ✓ Solicit members to help with political canvassing and phone banking

12. Other duties or special projects assigned by the Business Manager.

13. Constantly advocating for the membership and promoting the values of the IBEW.

14. This is not only a job but a lifestyle that takes much time and commitment.

- ✓ The compensation is addressed in the Bylaws of Local 890, Article VII Sec. 1.
- ✓ Vehicle will be provided to the agent in accordance with Local Union 890 Vehicle Policy.

If interested, please submit a resume by U.S. Mail or email by April 4, 2025 to:

Benjamin Myers  
Business Manager/Financial Secretary  
IBEW Local Union 890  
1900 Reuther Way  
Janesville, WI, 53546  
[bmyers@ibew890.org](mailto:bmyers@ibew890.org)  
608-290-9366

## Organizer Duties and Expectations

The International's Organizing Policy spells out that an Organizer will be a full-time position with organizing being their only duty, that they will meet with workers and contractors on a daily basis, and that all organizing actions shall be entered into OARS on a regular basis. It also spells out the International's expectation that Locals utilize Salts.

The Organizer's Duties include, but are not limited to:

1. Identifying every unrepresented worker in their jurisdiction
  - Reaching out to these individuals and building a relationship with them with the goal of organizing them
  - Identifying their issues and then conveying how the IBEW would be a benefit in a way that would compel the individual to join
  - Identifying those individuals that we could strip that would have the most impact on their employer
2. Identifying every non-signatory contractor that domiciles in, or does work in, their jurisdiction
  - Reaching out to these contractors and building a relationship with them with the goal of organizing them
  - Fully understanding and articulating all the advantages that come with being a signatory contractor
  - For those that are not inclined to sign through a top down campaign, effectively using the tools available to put pressure on the contractor (salting, corporate, public and/or political pressure, stripping, etc.) in a way that compels them to become a signatory contractor (or leave). This includes knowing when to utilize the appropriate tactics and how to blend them for the given campaign.
3. Knowing what work is in the jurisdiction
  - Being aware of all projects in the jurisdiction and who is performing the electrical work on them
  - Being aware of upcoming projects in the jurisdiction and make sure that there are signatory contractors bidding them
  - Knowing which non-signatory contractors are hiring and fill those positions with Salts and/or Peppers
  - Controlling the hiring of non-signatory contractors through the use of Salts and Peppers.

Expectations for Organizers include but are not limited to:

- Working the hours required to be successful (this is not a 40 hour per week job)
- Meeting with people in the evenings and on weekends
- Attending required Organizer meetings
- Completing required reports
- Spending the majority of time out of the office and in the field
- Investing in your skill set by attending Organizer trainings
- Learning from others: fellow Organizers, District Staff, MD Staff, Education Department and fellow Staff Members
- Learning and understanding contracts, bylaws, constitution, and organizing laws
- Learning and understanding referral, exam, and apprenticeship rules



# QUALITIES OF A GOOD ORGANIZER

- Effective organizers are **good at their jobs and respected** by the people they work with.
- They have the **trust of their co-workers**. Their opinions carry weight. When they offer advice, people listen.
- The best organizers are motivated by a **strong sense of justice** and clear principles.
- They're **responsible, honest, and compassionate**.
- They're confident, even **courageous**.
- Organizers must be **good listeners**. They know you don't have to be the most vocal to have the biggest impact.
- They **bring people together**, welcoming new co-workers on the job and looking for ways to involve every member.
- Organizers **move people to collective action**. They don't just solve problems alone—they equip their co-workers to solve problems together.
- They put the **interests of the group first**, ahead of their individual concerns.
- They don't operate as lone rangers. They **respect group decisions**.
- Good organizers are **knowledgeable about their contract**, but not afraid to admit when they don't know the answer.
- They can stay **cool under pressure** and handle stress and conflict.
- They're willing to **stand up to management**—and they can inspire others to stand up for themselves as well.

