

# YOUSSEF EL HAMAWI

[Youssefelhamawi@gmail.com](mailto:Youssefelhamawi@gmail.com) | 407-413-2797

## **WORK EXPERIENCE**

### ***Union Representative – PROTEC17 - WA***

***Oct 2020- Present***

- Analyzed and interpreted general contract language, collective bargaining agreements, professional publications, technical procedures, governmental regulations, policies, and laws
- Wrote professional member communications, grievances, ULPs, and other reports and correspondence
- Effectively presented information and responded to questions from diverse groups of union members, employer representatives, elected officials, and organizational partners
- Spoke and trained members to speak, persuasively in advocacy forums including negotiations, union meetings, Council meetings, and other public engagements
- Prepared and presented grievances, arbitrations, contract negotiations, and found resolutions to a broad scope of workplace issues
- Defined parameters of problems, collected information, established facts, and drew valid conclusions
- Planned work to accomplish long-term, complex goals, and daily immediate tasks

### ***Internal Organizer – SEIU HCMN- MN***

***Nov 2018 – Aug 2020***

- Identified, recruited, trained, and developed member leaders
- Monitored policies in work sites, concerning members, ensuring contract compliance
- Created and implemented an onsite visit schedule to be posted on the internal shared calendar
- Supported the member leaders in developing a process for new member orientation
- Supported member leaders in processing grievances and conducted investigations
- Handled member group grievances
- Created and assisted members in creating communication systems; write and edit leaflets, proposals, newsletters, etc.
- Negotiated first contracts and contract renewals
- Trained Member leaders to ensure accordance of collective bargaining agreements at your worksites by management; meeting timelines and procedures related to labor contracts
- Participated in organizing campaigns when requested

### ***Retiree Organizer - SEIU HCMN - MN***

***Sep 2018- Nov 2018***

- Built rapport with each retiree
- Created Retiree Committee for SEIU previous members
- Got retirees to become members again
- Identified, recruited, trained and developed member-leaders through the Retiree Committee
- Mobilized members to meetings, direct actions and other events
- Coordinated logistics, collected, analyzed and managed data and kept accurate records
- Attended meetings and responded to requests as directed
- Built relationships with existing community leaders and organizations
- Created member communication through leaflets, email and social media

### ***Organizer - Mass Senior Action Council - MA***

***May 2018 – Sep 2018***

- Recruited and built a powerful base of grassroots leaders for campaigns

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- Developed and conducted actions as determined by the campaign strategy (Community meetings, press events, letter-to-the editor campaigns, lobby days, and direct action; Manage logistical details, materials development, preparation of leaders)
- Coordinated volunteer advocacy including phone banks, door knocks and other outreach efforts
- Provided staff support to the team by maintaining the database and frequent communication
- Worked closely with organizing staff to develop, refine, and further campaigns
- Supported the growth and stability by bringing in new donors and contributed to fundraising events and foundation applications

## ***Field Director -Working America (AFL-CIO)- FL, MN, OH                      Aug 2017 – March 2018***

- Trained and supervised Fall staff to ensure quality of performance
- Monitored and followed up on weekly and monthly verification reports
- Developed and executed an office recruitment plan
- Wrote and placed ads online (Google, FB, Idealist and Craigslist) and in newspapers
- Developed and executed a training plan for staff to enhance performance
- Held Trainer training sessions with numerous staff members
- Conducted field evaluations to see staff performance
- Developed and executed a written staff development plan

## ***Field Manager - Working America - FL                                              Aug 2016 – Aug 2017***

- Trained and developed staff skills (Fundraising and Public speaking)
- Recruited thousands of members/Union members
- Met daily fundraising and organizing goals

## ***Field Coordinator - ACTED (Funders: UNHCR, EU) Beirut                      Feb 2014 – Oct 2015***

- Planned and conducted assessments through focus groups and surveys
- Worked with vulnerable communities facing war and other trauma
- Supervised community shelters and established committees in them
- Collated data, analyzed and reported findings and developed an action plan to address key identified issues
- Identified facilitators within the communities and conducted training to meet program needs
- Mobilized, organized and supervised, through facilitators or other means, members of the communities to take ownership of maintaining a more positive environment for adults and children in the community
- Promoted hygiene education through a variety of means, such as information sharing, dissemination, and communication materials

## **EDUCATION**

Metropolitan State University – Bachelor's in Individualized Studies – Organizational Development

## **CERTIFICATES**

Humanitarian Values and Skills, First Aid and CPR (Red Cross)

Safety Management Training (Safety and Security Committee for Lebanon)

New Brookwood Labor College – Labor and Organizing classes

## **SKILLS**

Arabic (Fluent), Power Point, Word, Excel, VAN, Salesforce, Ulink