

SEIU Healthcare 775NW

Job Posting

Date: May 2012

Classification & Position Title: Program staff: **Research Analyst**

Department: Member Program and Participation

Reports to: Seth Hemond, Director

Salaried/OT Exempt: Included in Staff Union Bargaining unit

Posting closes: June, 2012

Working title: Research Analyst

Summary: SEIU Healthcare 775NW, the long term care workers union in Washington and Montana, seeks a research analyst to support the Local's goals in the areas of collective bargaining, legislation and leadership development in the long-term care industry.

Description: SEIU Healthcare 775NW is a fast-growing union committed to uniting the strength of long term care workers and improving the lives of working people. Our 40,000 members are low-wage home care and nursing home workers throughout WA State and Montana, who provide life-sustaining care and are fierce advocates for quality care and quality jobs. Currently the Local is engaged in a coalition effort with other unions and community groups to help organize in the private sector.

The research analyst will join a organization of researchers, specialists, field organizers and lobbyists who support innovative statewide, multi-state and national efforts, in the areas of collective bargaining, legislation and/or regulations, to improve the long-term care industry's practices with regard to worker wages and benefits, contract negotiations, contract compliance, patient care and public accountability. Work will include developing, monitoring, researching and analyzing employment contracts, employer standards and practices, collective bargaining contract proposals; industry, company and individual research; analysis of health care, actuarial, and financial data; development of contract proposals and campaign materials; assisting and/or directing contract enforcement and compliance efforts as directed; and policy analysis.

The following are representative examples of common work assignments for this position^[1]:

- Analyzes wage and benefit data, contracts and contract proposals, personnel policies, regulatory, private sector and other long-term care industry initiatives;
- Assists in development of contract proposals and contract enforcement; Participates in collective bargaining negotiations as assigned; Assists in preparation of legal documents and presentations such as interest arbitration hearings;
- Assist in development of policy strategies and tactics on long-term care worker wage and benefit issues, health care benefits, workforce, quality and other key issues and trends as they relate to long term care issues;
- Provides support on key contract enforcement and employer relations issues to Internal Organizing Department, member-leaders (such as shop stewards) and Executive Office as needed.

This position will report to the Department Director and will participate as part of a cross-departmental work-group of other researchers within SEIU Healthcare 775NW and collaborate on local coalition efforts and national SEIU projects.

Job Qualifications: A Bachelor's or Master's degree in a field such as economics, business, public policy, or a social science. Proven commitment to progressive social change and to building worker power. Strong analytical skills; advanced knowledge of spreadsheet or database programs desired. Good quantitative skills and attention to detail. Experience with a variety of computer-based research tools. Excellent writing and communication skills. Ability to work well and work creatively under tight deadlines, in a team environment and independently. Willingness to work long and irregular hours when needed to meet work demands.

Preferences: Previous labor experience and knowledge of union campaigns is a plus. Previous work in a research environment and on collaborative work groups/teams is desired. Women and people of color are strongly encouraged to apply.

Compensation: Competitive pay, great benefits, exciting work. Salary and benefits are set by collective bargaining agreement, and range from \$39,050 to \$50,200 a year depending on experience. Benefits include fully employer-paid family health, dental and vision insurance, life insurance, a generous leave package, car allowance, fully employer-paid pension (defined benefit plan), an optional 401(K) plan (no employer match), and other benefits outlined in the policies of SEIU Healthcare 775NW and the staff union contract.

Submission Instructions: Each applicant must provide a resume, a cover letter telling us why you want to work at SEIU and how your experience prepares you for this job, short writing sample or a link to a published paper, three references with current contact information, and a salary history.

Send cover letter, resume, and writing sample to:

jobs@seiu775.org

Reference job title in subject line (Research Analyst)

Posting closes: June 30, 2012