



**International Chemical Workers Union Council  
of the United Food and Commercial Workers International Union**

**Position Announcement  
Assistant General Counsel  
Akron, OH**

**The Organization:**

The International Chemical Workers Council is an intermediate chartered body of the UFCW. Founded in 1944, the ICWUC traditionally represents employees across the nation who work with chemicals as part of the manufacturing process. The ICWUC also represents mine workers collecting phosphate, potash, salt, etc.; textile and garment workers; gas company workers; and even nursing home workers. ([www.icwuc.org](http://www.icwuc.org))

United Food and Commercial Workers International Union is one of the largest private sector labor unions in the United States and Canada. Our 1.3 million members are primarily employed in grocery stores; food processing and packing plants; chemical plants; and department and drug stores. ([www.ufcw.org](http://www.ufcw.org)).

**Overview:**

The International Chemical Workers Union Council is seeking an experienced labor and employment attorney to work as an assistant general counsel in the Akron office of the UFCW International legal department. This is not a senior position.

Newer lawyers are strongly encouraged to apply as a demonstrated commitment to the labor movement and/or the representation of workers can offset the desired level of experience for the right candidate.

**Relevant experience:**

- Practice before the NLRB, federal district and appellate courts, and federal or state agencies. Litigation experience is a plus.
- Advising on collective bargaining and contract administration.
- Advising on and litigating arbitration hearings.
- Advising on organizing campaigns. Experience representing the unit throughout the election proceedings is a plus.
- Advising on contract campaigns and preparation for a strike.
- Advising unions on internal union matters, including issues under the LMRDA.
- Work that demonstrates a commitment to the labor movement or representing workers.

**Relevant knowledge:**

- NLRA and LMRDA preferred.
- EEOC, MSHA, OSHA, FLSA, FMLA, ADA, ADEA and Title VII helpful.

**Relevant skills:**

- Ability to learn quickly and in a fast-paced environment.
- Ability to take responsibility for and ownership of work, and to work independently.
- Excellent writing, research, analytical, advocacy, communication and interpersonal skills.

Applicants must be willing to frequently travel across the United States. At times, travel may be on short notice. Travel typically requires over-night stays and, sometimes, travel over the weekend.

The successful candidate must have or obtain admission to the Ohio bar.

**Duties and Responsibilities:**

Advising ICWUC Executive Board, staff, and local union officers on a wide range of matters, including legal updates that affect labor law (e.g., NLRA, right-to-work legislation, etc.), employment law (e.g., EEOC Pregnant Workers Fairness Act, state minimum wage laws, etc.) or the health and safety of our members (e.g., OSHA/MSHA proceedings, etc.).

Advising ICWUC Representatives on collective bargaining, contract administration, organizing campaigns, contract campaigns and strike preparations, arbitrations, internal union matters, and LMRDA compliance.

Representing the ICWUC and affiliated local unions in proceedings before the NLRB, federal and state courts and/or agencies, and in arbitrations. The ability to independently handle a varied caseload, many times in multiple jurisdictions and/or forums, is crucial to be successful in this role.

Assisting and managing outside counsel.

Speaking at union conferences and meetings.

Facilitating, researching and conducting training for union officers, staff and members.

Having a desire to become involved with professional associations as the Union-Side Advocate on behalf of ICWUC is a plus.

**Compensation:**

Salary is competitive and commensurate with experience. Generous benefits.

**Duration:**

Permanent, full-time position.

**Posting duration:**

Posting closes when position is filled.

**To apply, submit cover letter, resume, writing sample and references to:**

[legal@icwuc.org](mailto:legal@icwuc.org)

**The United Food and Commercial Workers International Union/ICWUC is an equal opportunity employer and invites persons of all backgrounds to apply.**

**Reasonable accommodations will be provided pursuant to the Americans with Disabilities Act.**