**Location:**US-TN-Memphis  
**Job ID:**2022-0004  
**# of Positions Type:**1  
**Experience:**5  
**Category:**Contract Administration & Enforcement/Representation - Labor Relations Counsel  
  
  
**External Description**  
  
**Labor Relations Counsel**  
  
The **Air Line Pilots Association, International (ALPA)**, the largest airline pilot union in the world and the largest non-governmental aviation safety organization in the world (representing over 61,000 pilots at 38 U.S. and Canadian airlines) seeks an experienced Labor Relations Counsel for our office in Memphis, Tennessee to support the more than 5,100 pilots at FedEx. Under minimal direct supervision and within the limitations of Association policy, the **Labor Relations Counsel** provides assistance to pilot governing bodies and to individual members on all subjects that affect their employment. They use thorough understanding of applicable laws and comprehensive experience in Association policies and procedures to handle an extensive range of complex labor relations assignments, often on short notice, and functions as a labor relations professional. They also provide staff assistance in all phases of negotiating agreements; coordinate all activities during negotiations while concurrently maintaining communication with all interested parties; monitor and administer contracts; manage FAA actions against individual pilots; prepare summaries of NTSB Accident/Incident hearings; handle all case management functions; and, will work on national projects in the Washington, D.C. metropolitan area. They actively listen, build trust, and adapt their style and tactics to fit the audience. Infrequently, they may be called upon at any hour to respond to safety-related emergency inquiries. Travel, significant and, at times, on short notice is required.  
  
**Travel: 10 - 35 %.**  
  
**ALPA is an equal opportunity employer that is committed to diversity and inclusion in a safe workplace. We prohibit discrimination, harassment and harmful behavior of any kind based on race, color, sex, religion, sexual orientation, national origin, gender identity, disability, genetic information, pregnancy, or other protected characteristics as outlined in federal or provincial laws. We highly value everyone and all are encouraged to apply, including minorities, veterans, and people with disabilities.**  
  
**Minimum Requirements:**

* Juris Doctor (JD), Master of Law (LLM), or similar advanced degree from an approved school of law required.
* Member in good standing of the Bar.
* Five (5) years of related experience in labor law and litigation required, ten (10) years preferred. Aviation experience preferred.
* Experience in collective bargaining, grievance, and arbitration preferred.
* Excellent interpersonal and communication skills, oral and written, for effective interaction with internal staff, external contacts, senior legal and aviation professionals, and pilots.
* Demonstrated ability to organize and coordinate long-term projects.
* Demonstrated ability to use independent judgment to formulate decisions and/or solve problems, under time pressure and urgent conditions.
* Knowledge of Federal Aviation Regulations (FARs) preferred.
* Experience using online legal research, Westlaw or the equivalent, preferred.
* Software: Microsoft Word, Outlook, Excel, and PowerPoint.

**Physical Demands:**  
  
Note: The physical demands described herein are characteristic of those that must be met to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals to perform the essential physical activities of this position described below.  
  
Constantly operates a computer/smartphone/tablet. Regularly required to maintain a stationary position, move about the office and the local metropolitan area, determine what others have said or written, and converse with others and exchange accurate information.  
  
Regularly required to sit, stand, bend, reach, and move about the office and travel (locally, nationally, and internationally). Also includes occasional bending, stooping, squatting, and/or pushing and pulling or moving, e.g., to pack, unpack, and/or move cases.  
  
Occasionally required to move, raise, reach, and/or retrieve binders, books, boxes, and files up to ten (10) pounds (lbs.). While on travel, could be responsible to move, raise, reach, and/or retrieve luggage weighing as much as 50 lbs. (Assistance may not always be available.)  
  
**Relocation Not Provided.**  
  
**PM19**

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