**Location:** US-GA-Atlanta
Job ID: 2022-0055
# of Positions Type: 1
Experience: 15
Category: Contract Administration & Enforcement/Representation - Senior Labor Relations Counsel

External Description

Senior 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 seeks an experienced Senior Labor Relations Counsel for our office in Atlanta, GA to represent 13,000 Delta pilots. Under minimal direct supervision and within the limitations of Association policy, the **Senior 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 function 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. Must be flexible and mobile - sometimes on short notice - based on meeting calendars, projects, and support demands.

At times, issues may be time-sensitive and of critical importance to the Association and Association issues. Working in coordination with other departments and committees, they will be relied upon to make recommendations regarding the strategy and actions that should be taken in each situation.

Travel required: usually 25 - 50%; sporadically 50 - 75%.

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.

Qualifications:

* 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.
* Fifteen (15) years of related experience in labor law and litigation required, twenty (20) or more years strongly preferred. Aviation and/or labor law experience preferred. At management discretion, significant and in-depth, directly applicable, labor negotiation experience may be substituted for some of the above requirements.
* Experience in collective bargaining and grievance 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 think strategically and to organize and coordinate tactics for long-term objectives.
* Demonstrated ability to use independent judgment to formulate decisions and/or solve problems, under time pressure and urgent conditions.
* Knowledge of the Railway Labor Act (RLA) and Federal Aviation Regulations (FARs) preferred.
* Demonstrated ability to organize and coordinate mid- and long-term endeavors.
* 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.)**

**ALPA offers competitive salaries with terrific benefits, including:**

* 401k Plan with Non-Elective Employer Contribution of 13% after 180 days of employment. **No employee contribution required!** The plan includes a Roth option and 4-year vesting schedule.
* Generous health care benefits on day one - PPO, Kaiser (where available), and a High Deductible Health Plan which includes coverage for medical, dental, and vision benefits for employee, spouse, and/or dependent children;
* 27 days paid vacation and holidays per year plus 2 volunteer days per year;
* Generous sick and bereavement leave;
* Competitive parental leave;
* Company-paid premiums for disability and life insurance;
* Flexible Spending and Health Savings accounts;
* Retiree health plan;
* Education Assistance Program; and,
* Optional benefits including pet insurance, excess life insurance, legal plan, and qualified transportation fringe benefits, where available.

**Relocation Not Provided.**

**PM19**

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