



NOTICE OF VACANCY

M 28-25-26

POSITION:	Statewide Bargaining Consultant	LOCATION:	MEA Headquarters
RESPONSIBLE TO:	Executive Director – Center for Leadership and Learning	SALARY RANGE:	Per MEA-PSA/USO Contract
SCHEDULE:	244 Work Days	16 paid holidays and comprehensive benefits package	
POSTING DATE:	March 17, 2026	DEADLINE:	March 30, 2026

RESIDENCY REQUIREMENT:

PSA bargaining unit members must reside within the State of Michigan or within location outside of Michigan that is less than one-hundred twenty-five (125) miles from the designated from the designated MEA office. If the employee's residence is outside of Michigan, the employee must meet the following additional requirements:

1. The employee's residence must be located in a state that has reciprocity agreements with Michigan regarding taxes, worker's compensation, unemployment insurance, and compliance with the Fair Labor Standards Act (FLSA).
2. The employee is responsible for ensuring compliance with applicable residency, tax, and employment laws in their state residence.

ABOUT MEA

The Michigan Education Association (MEA) is committed to advancing public education professions, building a fully engaged membership, securing a pro-public education legislative agenda, advancing educational equity regardless of where a child lives, and prioritizing high-quality public-education as a fundamental right. MEA's mission is to protect, advocate, and advance the rights of all education professionals which promotes a quality education for all students. MEA represents about 120,000 educators including teachers, counselors, social workers, school nurses, education support professionals in our P/K-12 through our colleges and universities, higher-education faculty, retired members as well as aspiring educators at the high school and collegiate level throughout the state.

MEA is part of a family of companies, which also includes the Michigan Education Special Services Association (MESSA), MEA Financial Services (MEAFS) and our Staff Retirement Plan Board (SRP). In addition, a majority of employees of MEA, MESSA and MEAFS are unionized and members of seven internal staff unions.

MINIMUM QUALIFICATIONS

Five years of experience as an MEA UniServ director or as a UniServ Director with extensive collective bargaining experience in another state or in a similar union;

Demonstrated competence in labor relations;

Demonstrated knowledge of Michigan collective bargaining laws;

Demonstrated knowledge of principles of collective bargaining, industrial relations, and personnel management;

Valid driver's license and satisfactory driving record;

Demonstrated skills in effective consulting.

Demonstrated skills as an effective trainer.

Must be willing to travel the state on a regular basis.

CANDIDATE PROFILE

This candidate will possess the following qualities and characteristics:

- Lead by example
- Confidential
- Authentic
- Honest
- Great listening skills
- Empathetic
- Collaborative leadership
- Leads with integrity
- Respectful and inclusive in a diverse environment
- Problem solving skills
- Organized
- Ethical
- Approachable
- Knowledgeable
- Great people skills
- Relationship-building skills
- Strong interpersonal skills
- Well-spoken
- Positive demeanor
- Highly motivated
- Reliable

ASSIGNED DUTIES:

1. Provide field consultative services to staff and leaders in the area of bargaining.
2. Responsible for designing and implementing negotiation training for staff and leaders.
3. Coordinate the development of MEA's bargaining strategy(s); including serving as the lead staff person of any staff teams related to bargaining
4. Develop strategies and support data for dealing with new and/or unique bargaining problems;
5. Publish regular reports on bargaining statewide to MEA Board, staff, and leaders;
6. Assist in the development and coordination of the Bargaining Conference;
7. Identify needs, develop prototype language as it relates to additions or modifications of the contract language reference manual;

8. Develop and/or coordinate bargaining training for MEA staff;
9. Develop and/or coordinate the development of bargaining training packages for use by staff with leaders/members;
10. Facilitate and serve on the Staff Bargaining Strategy and Implementation Team and the Long-Range Bargaining Committee;
11. Will serve on all state MEA Member Leader training program cadres related to negotiations.
12. Serve as a liaison to to MEA departments and MEA leadership regarding bargaining needs and issues;
13. Serve as the MEA contact for the NEA Bargaining Department.
14. Disseminate current bargaining information to staff and leaders;
15. Assist with special bargaining projects for all membership categories as needed
16. Assist staff and leaders in identifying and implementing the organizing aspects of negotiations, fact-finding, and mediation
17. Facilitate the crisis assistance program when needed
18. Organize and facilitate training for all Bargaining and Financial SNAPs.\
19. Verify the accuracy and completeness of Financial SNAP submissions of the CAC and PCC, and confirm delivery to the designated Center for Leadership and Learning (CLL) contact.

3/16/2026

APPLICATION: Please email a resume or CV that demonstrates your accomplishments and qualifications to jobpostings@mea.org. In addition, please include an employment application, which can be found on the MEA website at www.mea.org