Job Title: Teamsters Business Representative
Location: Minneapolis – (In-Office /Travel)
Position Type: Full-Time
Reports To: Principal Officer / Secretary-Treasurer

Teamsters Local 471 seeks a dedicated and highly motivated Business Representative to advocate for our members, enforce collective bargaining agreements, and strengthen our union.

In this role, you will serve as the primary link between the union and its members. You will manage contract administration, resolve grievances, train stewards, and lead contract negotiations.

Key Responsibilities

- **Contract Administration:** Interpret and enforce collective bargaining agreements (CBAs) across multiple assigned worksites. Ensure employers maintain safe working conditions and respect employee rights.
- **Grievance & Dispute Resolution:** Investigate and process grievances through all steps of the contractual grievance procedure, including preparing arbitration cases.
- **Member Advocacy:** Represent members in disciplinary hearings. Conduct regular worksite visits to build relationships with members.
- **Administrative Duties:** Maintain accurate grievance logs and detailed records of employer correspondence.

Qualifications & Skills

- **Experience:** Minimum of 2 years of experience in labor relations, union organizing, or serving as an active Shop Steward.
- **Contract Knowledge:** Ability to read, interpret, and apply collective bargaining agreement language and labor laws.
- **Communication Skills:** Outstanding verbal and written communication skills, with the ability to confidently present to large groups, write compelling grievances, and negotiate effectively with management.
- **Problem Solving:** Strong conflict resolution and mediation skills; ability to remain calm and strategic under high-pressure situations.
- **Availability:** Flexibility to work irregular hours, including evenings and weekends, to support members across different shifts.
- **Requirements:** A valid driver's license, reliable transportation, and automobile insurance are required for frequent travel to worksites.

Compensation & Benefits

- **Salary:** Competitive Wages.

- **Health & Welfare:** Comprehensive, employer-paid medical, dental, and vision insurance.
- **Retirement:** Defined benefit pension plan.
- **Time Off:** Paid vacation and sick leave.
- **Allowances:** Mileage reimbursement and a union-provided cell phone/laptop.

How to Apply

Interested candidates should submit a resume and a brief cover letter detailing their commitment to the labor movement to **Accounting@local471.com** with the subject line *Business Representative*.

Application Deadline: November 13, 2026.

Teamsters Local 471 is an equal opportunity employer.