John LaMontagne

202-909-0570

https://github.com/johnlamontagne

john@lamontagne.dev

Software Developer
Labor Researcher

Technical Expertise:

- Over ten years experience in computer programming, including proficiency in C#, Javascript / Typescript, Python, SQL, Visual Basic, Java, C++, C.
    - *Experienced developing full stack applications with React, React Query, Vue, Redux, ASP.NET Core, SQL, and Blazor.*
    - *Experienced with Salesforce SDK, multithreaded applications, CRM architecture (including union membership software), client-server HTTP/TCP/UDP applications.*
    - *Experienced writing SQL reports, architecting and managing data pipelines, and data mining.*
    - *Experienced with Git, AWS, GCP, Azure DevOps, Linux command line.*
- Extensive experience utilizing Python to develop office automation tools, access and leverage APIs for data gathering and analysis, and building web scraping tools to gather and organize unstructured data.
    - *Experienced with: Selenium, BeautifulSoup, requests, pandas, numpy, Tableau, AirTable, etc.*
- Comfortable communicating with both technical and non-technical parties as needed, including coordination of inter-departmental integration efforts.
- Microsoft Office products, including advanced proficiency in Excel (VBA), along with experience in Word, Outlook, Powerpoint, Sharepoint, and Access.
- Over 6 years of experience working with labor unions both at the international and local level, including management experience. Experience developing & working with union organizing CRM implementations, including customized Salesforce environments, internal proprietary membership tracking software, Action Builder, Action Network, VAN, UnionWare, and ActBlue.
- Four years experience utilizing public and private data sources to build strategic corporate research and political opposition research campaigns. Familiarity with products and information sources such as LexisNexis, NGP VAN, Hustle, Action Network, SEC EDGAR Filings, PACER, Capital IQ, Factiva, ArcGIS, NLRB Filings, FEC filings, USDA ERS, WestLaw, and various other media, state, and federal government data sources.

Work Experience:

ChangeWare: October 2024 - Present

Founder, Chief Engineer

- Developing SECWatch, a full stack web application built with React (TypeScript), ASP.NET Core (C#), Python, MSSQL, MongoDB, Redis, and RabbitMQ. SECWatch gathers, parses, analyzes, and presents data from the U.S. Securities and Exchange Commission (SEC) in a format tailored for labor organizers, investigative journalists, and worker advocates. Designed as an affordable alternative to costly market intelligence products like CapitalIQ, SECWatch empowers labor oversight of corporate entities. The application has processed over 5 million records from the SEC.

- Developed web scrapers to assist labor industry researchers in gathering unstructured data.

United Food and Commercial Workers International Union: June 2022 - *August 2024*

Assistant Director of Field Support

- Developed and maintained multiple full stack web applications built with React + Redux, ASP.NET Core (backend) as well as Vue.js, including membership CRM software deployed at over 50% of UFCW Locals and a Digital Union Authorization Card system leveraged by dozens of successful organizing campaigns.
- Managed project milestones and coordinated with a team of external consultants to facilitate development efforts.
- Took a leading role in migration efforts as locals migrated from outdated, private CRM software to our in-house software.
- Lead training sessions for local leadership and organizers in using in-house developed software.
- Supervised a team of two support staff to gather feedback from end-users in order to identify and resolve bugs as well as extend product functionality.
- Organized and conducted training for end-users on best practices to leverage software within their unique environments.

International Union of Operating Engineers Local 3: October 2020 - May 2022

Researcher

- Assisted a new department in utilizing technology to build their internal workflow. Designed a light-weight, cost effective solution for internal reporting and developed a pipeline for this data into Google Sheets.
- Generated reports from internal data to inform administrative decision making.
- Utilized Python to develop web scrapers to gather and analyze public information with tools such as BeautifulSoup, pandas, and plotly.
- Maintained and generated a complex financial analysis report in Excel which was delivered to union leadership on a monthly basis.

United Food and Commercial Workers International Union: October 2018 - September 2020

Research Associate

- Developed tools to aid in research and reduce existing departmental workloads, such as web scrapers (Python), API interface tools, Excel macros, and databases.
- Helped lead efforts to deploy Salesforce CRM across the organization. Assisted with development and implementation efforts (C#).
- Conducted strategic and comprehensive corporate research on both UFCW covered industries and employers, active organizing targets, and lateral organizing targets.
- Assimilated key information from various sources to write digestible reports for organizers and union decision makers.

United Food and Commercial Workers Union Local 99: May 2017 - September 2018

Research Intern

- Trained organizers on utilizing Salesforce for organizing campaigns. Built reports based on requirements from senior organizers. Investigated new integration paths for Local.
- Conducted investigative research to assist organizing campaigns.

Misc. Technical Consulting and Development

- Developed web scrapers for clients, including one which compiled a large dataset with hundreds of thousands of records from unstructured data on the web. I was then able to apply data mining techniques to generate demographic insights and was further able to develop a process to structure and link this data to the client's in house data.
- Implemented alterations and modifications to software used by a client working within an educational-psychology context.
- Migrated tens of thousands of unstructured AirTable note records into a structured format in ActionBuilder through JSON processing and text parsing in Python alongside ActionBuilder API utilization to pipe the data.

Education:

- Bachelor of Science Psychology - ASU '18
- Two years of undergraduate Computer Science coursework - ASU
- Graduate level Computer Science Coursework - ASU
     o Statistical Machine Learning - CSE 575