

AFSCME MD COUNCIL 3

Field Representative/Internal Organizer



AFSCME Maryland Council 3 represents over 45,000 workers who work in public service. Council 3 members keep our public universities and community colleges running, maintain our public libraries and museums, care for the elderly, provide social services to those in need, represent indigent clients in court, provide support in our schools, drive our school buses, and maintain our parks and roads.

We organize in the workplace and fight for dignity, respect, and a fair standard of living for all public service workers in Maryland.

We are accepting applications for Field Representative/Internal Organizer.

The Job:

- Identify, and foster recruitment and training of a network of union stewards who can assist members in problem solving, membership growth and communication.
- Drive membership growth through site visits, phone banking, steward networking, and new employee orientations. Increase PEOPLE membership to empower our membership politically.
- Serve as liaison with local unions regarding all elements of Council 3's political, legislative, and organizing programs, and ensure members know about the campaigns and wins of their fellow members.
- Investigate grievances and appeals, submit demand to bargain letters, negotiate contracts, help organize and attend Labor / Management Committees, organize direct actions and issues campaigns, develop, and help pass legislation.
- Attend union local meetings, inform executive boards how to comply with the requirements of their constitution and aid them in elections, amending constitutions, certifying convention delegates, etc.
- Mobilize members around workplace, regional, or statewide actions.

What We are Looking For:

- At least one year of successful organizing experience
- Ability to articulate how a union works.
- Demonstrated ability to plan and coordinate activities to build power.
- Experience with working in diverse communities and in a multi-cultural work environment. Sensitivity to and appreciation of ethnic and cultural differences a must.
- Demonstrated ability to conduct research and gather information for negotiations, strategy development and other servicing and organizing activities.
- Ability to establish and maintain effective work relationships with co-workers and members.
- Excellent oral and written communication skills.
- Proficient in Microsoft Office Suite programs, Zoom, Voter Action Network, Slack, and other social media platforms.
- Some weekend and evening work, and statewide travel required. A reliable car and valid driver's license are a requirement.

We offer a competitive salary and great benefits. We offer a salary range of \$56,650 - \$81,000 (commensurate with experience), car allowance, fully paid health benefits, 3 weeks paid vacation, 15 paid holidays, 12 sick days, pension, optional 401k, life insurance, and staff union. Women and people of color are strongly encouraged to apply.

To apply, email a cover letter and resume to recruiting@afscmemd.org.