



AFSCME Local 3299

Lead Organizer
UC Berkeley

Based in Berkeley, CA

Salary: \$89,225.75 to \$97,499.39

AFSCME Local 3299 is a dynamic progressive labor union representing 27,000 University Service and Patient Care workers at the University of California. We are a member-driven union with newly elected rank and file leadership, dedicated to building a strong union to fight for our benefits, jobs and families.

We are currently seeking a **Lead Organizer**, working out of the UC Berkeley Office, and reporting directly to the Local's Statewide Coordinator. The Lead Organizer will be responsible for overseeing the UCB program and field staff.

PURPOSE

This position is responsible for the supervision and development of organizing staff and member lost timers. The lead organizer will conduct a wide array of organizing activities, including leadership recruitment, training members, strategic planning, initiating and running local issue organizing campaigns and implementation of statewide goals and programs.

PRIMARY RESPONSIBILITIES

(Any one position may not include all of the specific duties and responsibilities listed. Examples provide a general summary of the work required and should not be treated as a total and complete list of expected duties to be performed by employees in the classification.)

- Supervise the organizing and development of a team of staff organizers and lost time organizers. Supervise all campus organizing and contract enforcement activities. Participates in hiring, and evaluation of staff.
- Develop local campaign plans with the goals, strategies and tactics necessary to execute the plan, including effective management of staff, volunteer, and administrative resources.
- Visits workers at their job sites and in their homes and trains organizers and lost time organizers in organizing.
- Writes leaflets and other materials for campaigns.
- Implements effective staff development and team-building.
- Lead coalition-building efforts with other unions, student and patient care groups to support local and statewide campaign goals.
- Manage lists, charts, and databases.
- Meet statewide goals and deadlines. Responsible for managing organizers success of meeting statewide goals and deadlines.
- Enforces contract and labor laws such as FMLA, ADA, OSHA, and PERB.
- Informs Statewide Coordinator or other supervisor of activities, developments and progress of assigned campaigns.

Required Qualifications and Skills include:

- Experienced in leading and/or supervising multiple staff, assignments, projects, managing timelines, and effectively using database systems, or equivalent experience.
- Experience with collective bargaining, representation preferably in the public sector and/or public higher education.
- Ability to establish and maintain rapport and credibility with diverse demographic groups, and well as with professional, technical, administrative, and service workers.
- Excellent written and oral communications.
- A demonstrated commitment to justice for working families, quality and affordable public higher education and quality patient care.
- A demonstrated commitment to union democracy and supporting and developing members' voices and leadership in their union.

Additional Requirements:

- Extended day and occasional overnight travel.
- Willingness to work long and irregular hours, including nights and weekends.
- Must possess a valid California driver's license, auto insurance with business coverage, and an automobile for business use.
- Bilingual (Spanish, Cantonese, Tagalog) preferred

AFSCME 3299's members are a diverse group of workers reflecting all of California, rich in gender and ethnic diversity. We are an equal opportunity employer, and strongly encourage all those qualified and interested to apply.

Interested applicants should send your application to:

Unionsearch Managing Partner, Patricia Johnson at:

patjohnson@unionsearch.org

Please include the following:

- Subject line: **AFSCME 3299 Lead Organizer – UC Berkeley**
- A resume with the months and years of employment for each position.
- A cover letter addressing your qualifications and ability to carry out the duties of the position.
- 3 References

To schedule a confidential phone call about this position, please email:

Joann Lo, Unionsearch Associate at: jolo@unionsearch.org

Position open until filled