

**AFSCME COUNCIL 93
NOTICE OF POSTED VACANCY
ORGANIZER**

Salary: \$50,917.15 - \$109,407.09

DESCRIPTION: Proficient in all elements of the “AFSCME Organizing Model”. Arranges for research of potential organizing targets. Conducts the reconnaissance of organizing targets, builds a list of workers, explores worker interest, and scouts out the work site without divulging the union’s presence. Provides for recruitment and training of volunteer member organizers (VMO’s) from within AFSCME Council 93’s field of membership. Maintains database of workers in campaign. Visits and/or makes contact with workers identified for organizing campaign. Writes leaflets and other materials for organizing campaigns. Briefs the Membership Development Coordinator and Director of Field Services and Organizing both orally and in writing regarding status of campaign, progress and issues that have arisen, and recommends “go/no go” decisions. Provides direction for the VMO’s when assigned. May assist in contract negotiations, lobbying elected officials on collective bargaining issues and/or developing community support for organizing efforts. Perform all other duties as assigned by the Executive Director.

REQUIREMENTS:

- Knowledge of union organizing practices and principles and thorough knowledge of labor laws, union elections, NLRB and labor board practices
- Thorough knowledge of anti-union employer tactics
- Ability to conduct research and gather information to evaluate targets
- Ability to develop organizing lists and implement organizing strategies
- Ability to lead, train and coordinate volunteer member organizers, organizing committee members and other staff members
- Possesses excellent leadership and motivational skills and exhibits excellent oral and written communications skills, including excellent
- “one-on-one” interpersonal communications
- Ability to establish and maintain effective work relationships
- Ability to speak effectively and to deal tactfully with the public
- Ability to analyze research data and make logical conclusions
- Skilled in the use of personal computers, associated software and other technological gadgets
- Ability to plan, organize and coordinate work activities
- Ability to negotiate agreements/settlements
- Ability to prepare reports
- Demonstrated ability to respond to deadlines and to changing priorities
- Extended work hours and travel are required
- Valid driver’s license and reliable automobile

DESIRED TRAINING AND EXPERIENCE:

- High School Diploma or equivalent
- One (1) to three (3) years’ experience in union servicing/organizing
- A combination of education and/or experience

AFSCME Council 93 is an equal opportunity employer, and, as such, does not discriminate against any employee or applicant on the basis of race, creed, color, age, sex, national origin, marital status, sexual orientation, gender identity, religious affiliation, disability, or any other classification protected from discrimination under applicable law.

Interested individuals should send a resume and cover letter to Executive Administrative Assistant Kerri Sundeen via email at resume@afscme93.org.

Posting Date: April 13, 2026

Starting Date: ASAP