



Legislative and Political Advocate

AFSCME Maryland Council 3 represents over 55,000 workers who work in public service. Council 3 members keep our public universities and community colleges running, maintain our libraries and museums, care for the elderly, provide social services to those in need, represent defendants in court, provide support in our schools, provide public safety for our communities, 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 a **Legislative and Political Advocate**. This person will work on the Legislative and Political Team that is responsible for: recruiting members who will elect politicians who support workers, advocating for legislation that improves public services, increasing participation in the union's political action committee (AFSCME PEOPLE), and working to hold politicians accountable.

This position is based in our AFSCME Maryland Baltimore office at 1410 Bush Street, Baltimore MD 21230 and in Annapolis during legislative session. Additionally, travel throughout Maryland will be required. The position reports directly to the Council's Legislative and Political Director.

Responsibilities:

- Develop and implement strategic contract campaigns with local unions and staff.
- Work with local unions and staff to build political organizing and advocacy campaigns.
- Recruit union members who help elect and hold politicians accountable.
- Organize and implement political programming to help elect AFSCME endorsed political candidates.
- Increase participation in AFSCME's political action committee by working with local unions and staff on coordinated PAC drives.
- Assist local unions and staff with the candidate endorsement recommendation process.
- Assist the Legislative and Political Team with advocacy before the Maryland General Assembly, state regulatory bodies, and local governments including, but not limited to, county councils, school boards, and library boards.
- Develop and foster union member engagement for legislative and political advocacy campaigns at the state and local level.
- Track budgetary and legislative priorities at the local government level and assist members with testimony preparation and public hearing preparation.
- Conduct site visits and attend union meetings to identify issues and increase engagement in the union's legislative and political program.
- Work extended hours, including evenings and weekends, when necessary, in order to perform assigned responsibilities.
- Work with the Council 3 team to advance all union priorities and goals.

What We are Looking For:

- Dedication to workers' rights and the labor movement.
- Familiarity and knowledge of unions and/or the labor movement.
- Two or more years of experience in labor, community, or political organizing.
- Familiarity with Maryland state and local government structure and elected officials.
- Ability to organize and mobilize union members to advocate for AFSCME's legislative and political goals at the state and local level.
- Ability to work independently and collaboratively to accomplish the mission and goals of Council 3.
- Proficient oral and written communication skills.
- Experience collaborating with diverse communities and in a multi-cultural environment. Sensitivity to and appreciation of ethnic, cultural, and societal differences is required.
- Ability to establish and maintain effective relationships with co-workers, union members, and community members.
- Proficient in Microsoft Office Suite programs, Zoom, VAN, other campaign platforms, and social media platforms.
- A valid driver's license is a requirement.

Compensation

The salary range is \$60,978 - \$92,235. Benefits include fully paid comprehensive single or family health insurance (medical, dental, prescription, and optical), car allowance, 3 weeks paid vacation, 16 paid holidays, 12 sick days, pension, 401k, and life insurance. This is a bargaining unit position and is represented by a staff union.

AFSCME Maryland Council 3 is an inclusive and diverse organization, committed to advocating for social, racial, and economic justice. We promote diversity and strongly encourage applications from people who believe in our mission. We strongly encourage women, people of color, and LGBTQ people to apply.