



Field Organizing Representative

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 libraries and museums, care for the elderly, provide social services to those in need, represent defendants in court, work in correctional facilities, 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.

AFSCME Maryland is recruiting a **Field Organizing Representative**. This position is based in the Baltimore AFSCME MD office and is eligible for up to one day of telework a week.

The Job:

- Identify, recruit, and train a network of union stewards who can assist members in problem solving, membership growth, and communication. Work with stewards to investigate grievances and appeals and provide representation in meetings with management.
- Drive membership growth through site visits, phone banking, steward networking, and new employee orientations. Increase participation in the union's political action committee.
- 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.
- Work with leaders to submit demand to bargain letters, organize direct actions and issues campaigns, and develop and help pass legislation.
- Assist locals in labor management committee meetings and contract negotiations.
- Attend local union meetings, inform executive boards how to comply with the requirements of their constitution, aid in local elections, amending constitutions, and certifying convention delegates.

What We are Looking For:

- At least one year of successful organizing and representation work. Experience with contract negotiations preferred.
- 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 necessary.
- 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, Slack, and other social media platforms. Experience working in an office setting.
- Some weekend and evening work, and statewide travel required. A reliable car and valid driver's license are a requirement.

The salary range for this position is \$58,350 - \$89,000 (commensurate with experience). Benefits include car allowance, employer paid single or family health insurance, 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.