



Field Representative Lead

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.

The Job:

- Mentor and lead one or more Field Representatives in one or more areas of the work.
- Help set and execute priorities within certain sectors for AFSCME Maryland.
- Continue to build power within assigned turf including the following:
 - 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.
 - Work with leaders to submit demand to bargain letters, organize direct actions and issues campaigns, and develop and help pass legislation.
 - Drive membership growth through site visits, phone banking, steward networking, and new employee orientations. Increase participation in the union's political action committee.
 - Assist locals in labor management committee meetings and contract negotiations.
- 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.
- Attend local union meetings, inform executive boards how to comply with the requirements of their constitution, support local elections, amending constitutions, and certifying convention delegates.

What We are Looking For:

- At least three years of successful field organizing experience.
- Success in leading staff, union leaders and stewards on local union building, contract negotiations, and winning on issues.
- Record of positive working relationships with staff and chief stewards.
- Commitment to racial equity and social justice.
- Demonstrated ability to conduct research and gather information for negotiations, strategy development and other organizing activities.
- Excellent oral and written communication skills.
- Willingness and ability to work some long and irregular hours and weekends.
- Occasional overnight travel, ownership of reliable car, and good driving record.

Salary range for the **Field Organizing Representative Lead** is \$65,880-\$99,649. To apply, email a cover letter and resume to recruiting@afscmemd.org.