



Organizer

AFSCME Maryland Council 3 represents over 45,000 workers who work in public service. AFSCME Maryland 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.

Tens of thousands of workers in Maryland provide critical public services but do not have the same rights and ability to negotiate wages and working conditions as the public employees they work side by side with. Since 2020, we have helped thousands of workers win their union with AFSCME at the Office of the Public Defender, the Baltimore Museum of Art, Walters Art Museum, City of Salisbury, Enoch Pratt Free Library, Howard County Library System, and the Anne Arundel County Public Library.

AFSCME Maryland is recruiting an **Organizer** to join the team and to build on the successes of the union's organizing program. This position is based in the Baltimore office.

The Job:

- Identify, recruit, and develop worker-leaders through site visits, house calls, and worker meetings.
- Drive the recruitment and development of organizing committees.
- Develop campaign plans with the goals, strategies, and tactics necessary to execute the plan.
- Develop campaign messages, write leaflets and other materials for campaigns.
- Ability to plan and lead meetings and actions.
- Follow-up on organizing leads and make effective recommendations on campaign viability.
- Lead coalition-building efforts with other unions, student groups, and community allies.
- Work with staff and volunteer member organizers to develop and drive the program.
- Assure the accuracy of lists, records, databases, and wall charts related to campaign.
- Articulate a positive vision of the campaign and the union.
- Mobilize members to participate in Council 3 or AFSCME International events.

What We are Looking For:

- At least one year of successful union organizing experience.
- Track record of success in creating and implementing organizing plans.
- Ability to establish and maintain effective work relationships with co-workers and members.
- Excellent oral and written communication skills.
- Ability to use social media and virtual platforms to support membership campaigns.
- Commitment to racial equity and social justice.
- Excellent oral and written communication skills.
- Ability to do some weekend and evening work and occasionally travel statewide.
- Reliable car and valid driver's license are a requirement.

The salary range for this position is \$58,630 - \$89,000. Benefits include fully paid comprehensive single or family health insurance (medical, dental, prescription, and optical), car allowance, 3 weeks paid vacation, 15 paid holidays, 12 sick days, pension, 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.