



California Labor Federation, AFL-CIO – Job Announcement

FIELD DIRECTOR

Are you a union organizer looking for a new challenge? Do you want to help train and develop the next generation of organizers in the California labor movement? Are you interested in working on statewide campaigns and helping unions across the state mobilize and win contract fights?

Apply to work for the California Labor Federation! Support unions and central labor councils with external programming and strengthening internal capacity. The California Labor Federation represents over 1,200 affiliate unions in California that collectively represent 2.1 million union members in trucking, retail, hospitality, and other service sector jobs, janitorial, construction, health care, local and state government, education, arts and entertainment, warehousing and logistics, manufacturing, and a variety of other sectors.

The **Field Director** will work closely with central labor councils and affiliate unions to help strengthen infrastructure to win organizing, bargaining, legislative, and political campaigns and build power for working people. Candidates with a demonstrated commitment to economic and social justice work are encouraged to apply.

DUTIES & RESPONSIBILITIES

- Advance the Federation's organizing and mobilization programs by assisting in strategic planning and implementation of priority statewide and local campaigns;
- Actively monitor and provide strategic, planning, and mobilization support to affiliates and central labor councils on organizing campaigns, contract campaigns, local actions, and initiatives in specific regions and/or industries;
- Develop the curriculum and content for Federation-sponsored convenings and meetings, and lead the planning and facilitation of trainings for workers, unions, staff, and central labor councils;
- Work with central labor councils and local unions on implementation of field programs, including worksite education, phone banks, direct mail, member communications, volunteer recruitment, GOTV, and other events and actions;
- Monitor and respond to organizing leads, and coordinate with appropriate affiliate unions;
- Provide staffing support to the Federation's Executive Secretary-Treasurer in the field;
- Provide staffing support, and help with planning and mobilizing turnout for the Federation's annual conferences, events, and convenings.

REQUIRED KNOWLEDGE AND EXPERIENCE

- Bilingual (written and verbal) English/Spanish candidates strongly preferred;
- 5-8+ years of relevant experience working with unions and central labor councils, including on direct worker organizing, engagement, and/or mobilization;



- Strong understanding of the principles of collective bargaining;
- Prior experience leading mobilization efforts on statewide or regional campaigns, including contract fights and/or organizing drives in California;
- Prior experience with worksite programs, volunteer training and mobilization;
- Excellent written and oral communication skills;
- Demonstrated success working in fast-paced, high-pressure environments – both individually and collaborating as part of a team;
- Ability to take initiative, identify new opportunities to engage and add value to central labor councils and affiliate programs, and prioritize multiple tasks and time-sensitive assignments.

SALARY AND BENEFITS

This is a union job represented by the Pacific Media Workers Guild, Local 39521. The annual salary for this position is \$103,269. Includes excellent family medical, dental, and vision benefits and a defined-benefit pension plan.

WORK ENVIRONMENT

The Field Director is expected to report to the Organizing Director. Job duties are expected to be performed in-person at the Federation's Northern or Southern California offices and in the field.

Majority of time will be spent in the field, supporting the work of central labor councils and affiliate unions. Evening and weekend work are often required. This includes significant driving and travel time, driver's license and access to a car is required. Work on political or electoral campaigns may require longer-term stay in jurisdiction.

TO APPLY

Applicants should email their resume, cover letter, and 3 references to Chief of Staff Shubhangi Domokos at Shubhangi@calaborfed.org.

Equal Opportunity Employer

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