



## California Labor Federation, AFL-CIO – Job Announcement

### FIELD ORGANIZER

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Are you passionate about unions, economic justice, and want to work in the California labor movement? Do you want an opportunity to develop your organizing skills with hands-on experience? Are you interested in helping the movement's best and brightest union organizers on local and statewide organizing and contract campaigns?

**Apply to work for the California Labor Federation and put your organizing skills towards growing and strengthening the California labor movement!** 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.

Under the supervision of the Organizing Director, the **Field Organizer** will work closely with central labor councils and affiliate unions to help strengthen capacity and infrastructure to win bargaining, organizing, 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

- Help advance the Federation's organizing and mobilization programs by responding to affiliate unions' and central labor councils' requests and providing support on priority statewide and local campaigns;
- Track affiliate unions' priorities, including organizing campaigns, contract campaigns, union and central labor councils' events, worker actions, and local or statewide initiatives;
- Work with central labor councils and local unions to support field programs, including worksite education, phone banks, direct mail, member communications, volunteer recruitment, GOTV, and other events and actions;
- Regularly attend central labor councils' delegate meetings and other relevant convenings, provide updates on the Federation's work, and report back;
- Collect intake information on organizing leads and coordinate with appropriate affiliate unions;
- Assist in doing outreach, mobilizing turnout, and providing other staffing support for the Federation's conferences, trainings, meetings, convenings, and events;
- Provide staffing support to the Federation's Executive Secretary-Treasurer in the field.



## **REQUIRED KNOWLEDGE AND EXPERIENCE**

- Bilingual (written and verbal) English/Spanish candidates strongly preferred;
- 1-4 years of relevant experience working with unions, central labor councils, or worker advocacy organizations conducting direct worker organizing, mobilization, or community organizing;
- Familiarity with the labor movement and principles of collective bargaining;
- Prior experience mobilizing around statewide or regional campaigns, organizing drives, local policy initiatives, and/or political campaigns in California;
- Basic familiarity with field campaigns, direct mail and phone programs, worksite programs, volunteer recruitment;
- Excellent written and oral communication skills;
- Attention to detail with ability to take clear direction, balance multiple tasks and time-sensitive assignments.
- Ability to excel working in fast-paced, high-pressure environments – both individually and collaborating as part of a team.

## **SALARY AND BENEFITS**

This is a union job represented by the Pacific Media Workers Guild, Local 39521. The annual salary range for this position is \$64,480 to \$103,269, depending on relevant experience. Includes excellent family medical, dental, and vision benefits and a defined-benefit pension plan.

## **WORK ENVIRONMENT**

The Field Organizer 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.

Organizers spend the majority of their time in the field, supporting the work of central labor councils and affiliate unions. There is frequent evening and weekend work. 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**

To apply, please send your resume, cover letter, and three references to Chief of Staff Shubhangi Domokos at [Shubhangi@calaborfed.org](mailto:Shubhangi@calaborfed.org)



California LABOR Federation

### **Equal Opportunity Employer**

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