**JOB ANNOUNCEMENT  
AFT Local 1521 LEAD ORGANIZER**

**Background Information:**

Given the nationwide attack on public education and unions, the recent *Janus v.AFSCME* Supreme Court decision, and the continuing challenges of organizing and activating members, AFT Local 1521 (the Los Angeles College Faculty Guild) is hiring a Lead Organizer. The Lead Organizer will be responsible for building the organizing capacity of our union so that we can effectively carry out our union’s goals. The role of the Lead Organizer will be to strengthen and grow our existing member-to-member organizing structure to win our contract campaign.

AFT 1521 is a progressive union representing 5,000 full-time and adjunct faculty on all nine campuses of the Los Angeles Community College District (LACCD).

**Responsibilities:**

The primary responsibility of the Lead Organizer will be to strengthen and grow existing member organizing teams on every campus.The Organizer will work with another organizer to accomplish the tasks below:

* Work with Faculty Guild committees to implement the Faculty Guild’s goals
* Work with the elected leaders and committee representatives to design and implement campaigns to build organizational power and be responsible for the effective functioning of the Faculty Guild, including member organizing team members/member organizers/activists, leadership identification, recruitment, development, and training of members. Tasks include:
  + Increase membership through worker-to-worker outreach
  + Develop and implement internal organizing plan for worksite campaigns around specific issues including budget, working conditions, contract negotiations, etc.
  + Establish and carry out plans to address the impact of the Janus decision and other attacks on unions and public education
  + Identify, recruit, train, and develop leaders
* Engage members to participate in union events and political activities
  + Mobilize faculty to support student concerns
  + Organize members for electoral campaigns
  + Engage members around issues related to collective bargaining, contract enforcement, Board of Trustee meetings, budget issues, adjunct issues, pertinent legislation, and other campaigns of interest to the union
  + Mobilize members to become active in supporting LA Fed campaigns
* Assist with the development and implementation of a contract campaign (for a contract that expires on 6/30/2020)
* Work with community and other groups to advance the Faculty Guild’s contract and community campaigns
* Represent the Faculty Guild in community and labor coalition activities, as assigned

**Desired Qualifications**

* Experience with planning, implementing, and managing an escalating contract campaign
* Ability to establish rapport with and organize union members from widely diversified ethnic, social and economic groups
* Good judgment and ability to discern priorities when faced with many important tasks
* Some knowledge of labor rights and contract language and ability to learn these quickly
* Willingness to work independently, with occasional long and irregular hours
* Ability to communicate well in writing and speaking
* Ability to mobilize membership
* Ability to maintain work files and manage membership assessments
* Proficiency with computers and applications including, but not limited to: Microsoft Word, Microsoft Excel, Microsoft Access, PowerPoint, E-mail and Internet
* Two or more years related to public sector labor union experience. Prior union work experience with higher education unions or white-collar professional sectors would be particularly useful.
* Ability to drive to LACCD campuses and worksites throughout Los Angeles County. Driver’s License and vehicle required.

**Terms and Conditions:**

This position is open to both LACCD faculty and non-LACCD employees.

Non-district employees will receive $65,000 to $85,000 per year depending on experience.

Benefits will be negotiated.

The Organizer will be hired on a probationary contract that will be evaluated periodically and potentially renewed after 8 months.

**To Apply:**

Send a letter of interest and résumé to [organizer@aft1521.org](mailto:organizer@aft1521.org) by Thursday November 7, 2019 before 11:59 pm.

***AFT 1521 is an equal opportunity employer and encourages applications from those who identify as women, working class, people of color, and LGBT+***