

SEIU NEVADA LOCAL 1107

Position: Union Organizer (Full-Time)

Location: Las Vegas, Nevada

Who We Are:

SEIU Nevada represents public and private sector workers, including county, hospital, and home care workers. We are part of SEIU, one of the largest unions in the country. Together we are taking on corporate power and helping to build a wider movement for economic, racial, immigrant, and environmental justice.

Position Summary:

The role of SEIU Nevada Organizer is to build a workers' organization of motivated, empowered, and mobilized leaders, who strategically act collectively, and powerfully to protect the rights, and improve the quality of the work lives and the care they provide for the community that is Nevada. The Union Organizer provides effective leadership to carry out the goals of the Union, through training and leadership development, new organizing, internal and external organizing, and political action. The position description is a guide to the critical duties and essential functions of the job and is not an all-inclusive list of responsibilities, qualifications, physical demands, and work environment conditions.

Areas of Responsibility:

- Strengthen the structure of the Union program by identifying, recruiting, developing, mentoring, motivating, and mobilizing leaders, in strategic and sustained meaningful ways.
- Engaging in one-on-one conversations, inoculation, assessment, and motivation of unorganized workers at the worksite, in meetings, on the phone, and in-home visits as necessary.
- Planning and carrying out various worksite and public actions.
- Assist in the training and development of member organizers.
- Developing and carrying out campaign work plans.
- Developing work issue campaigns based on group issues and coordinating the representational work of stewards.
- Investigation of grievances and assisting the enforcement of contracts within assigned units.
- Organizing, coordinating, and supporting union political, contract, organizing, and issue campaigns.
- Other duties as assigned.

Requirements:

- Ability to lead, motivate and inspire members to develop into leaders and participate in key Union programs (i.e. politics, organizing, bargaining, etc.)
- Performing regular worksite visits including varied hours of early morning, evenings, and weekends, and conducting site meetings, engaging in one-on-one persuasion, assessment, and motivation of workers at the worksite, and in meetings.
- Demonstrated understanding of organizing for power and commitment to social justice.
- Ability to take initiative and be creative in developing new roles for members within the union and providing the support needed to be successful.
- Sound interpersonal and communication skills appropriate to providing a quality member experience including the ability to establish and cultivate respectful relationships with people from diverse backgrounds.
- Working knowledge of collective bargaining issues.

- Sound organizational skills to manage as outlined in the respective Collective Bargaining Agreement, prioritize and execute work subject to deadlines in a dynamic and changing environment, as an individual, and as a member of a team.
- Demonstrated ability to formulate and deliver on short-term and long-term organizing plans, member development, and capacity-building goals.
- Knowledge of Microsoft Office, databases, and the internet.
- High level of organization, record keeping, and written, and verbal communication skills.
- Valid driver's license and vehicle required.
- Ability to work with minimal supervision.

Skills and Experience Required:

- Meet grievance deadlines as outlined in the respective Collective Bargaining Agreement.
- Be self-motivated and self-directed.
- Experience working with Microsoft Word, Excel, Outlook, and standard business software.
- Ability to uphold the confidentiality of members' data.
- Ability to work in a fast-paced environment.
- Strong teamwork and interpersonal skills.
- Experience working in the labor movement is preferred and fluency in Spanish is a plus.

All interested applicants should send a resume, cover letter, and references to humanresources@seiunv.org with "Organizer Application" in the subject line. No phone calls, please.

The salary range for this position is \$50,000 – \$74,012.21 and commensurate with experience. This position includes 100% employer-paid health insurance, pension, life insurance, AD&D, Long-Term Disability, and car allowance.

AFFIRMATIVE ACTION EMPLOYER

SEIU Nevada Local 1107 is an affirmative action employer and encourages applications from all qualified candidates regardless of race, ethnicity, age, sex, sexual orientation, marital status, religion, or disability.