

The Union Organizer is responsible for representing our full and part-time bargaining unit members at the Community Colleges and the University of Hartford. Participation in organizing, legislative/political and community actions, member development through chapter and delegate education and training, collective bargaining agreement advocacy and contract negotiations characterize some of the core skills necessary to work with local and state leaders in order to reach our organizational goals.

The successful 4Cs staff member's duties include, but are not limited to:

- Conduct meetings, training, and other events vital to the active work of college-based union chapters that strengthen the power of union members in the workplace.
- Travel between assigned campuses on a regular schedule to meet with members, chapter leaders and administration.
- Identify problems and issues of concern for our diverse union membership with sensitivity and compassion.
- Support and collaborate with members strategically and passionately.
- Handle grievances, arbitrations, and mediations.
- Identify union leaders and promote the development of current and future union leaders.
- Engage member support of our union's state and national political programs.
- Mobilize member to member engagement in direct action to support and to further the interests of members, their students, their communities, and various labor and social justice partners.
- Periodic evening and weekend work required.

**Supervisory and Other Relationships:**

The Union Organizer reports to the 4Cs president. In addition, the position involves extensive cooperative and collaborative work with other 4Cs organizers, staff, local and state officers, members at large, college and System Office personnel, and other stakeholders.

**Required Knowledge, Skills, and Abilities:**

- The ability to work with diverse higher education professionals in various stages of their careers.
- Written, oral and digital communication skills
- The ability to interpret relevant special bodies of knowledge (contract, labor law, State of Connecticut pension and health care plan regulations, etc.)
- The ability to listen closely, reserving judgment, and to frame and reframe issues.
- The ability to research, gather, and communicate information and evidence.
- The ability to make persuasive arguments in a variety of settings, using multiple modalities.
- The ability to advocate and negotiate, both formally and informally.
- Information technology literacy skills.
- Planning and organizing abilities—in individual, team, and coalition settings.
- Judgment and problem-solving skills, including prioritization of activities.
- Efficient time management skills to meet varied deadlines (e.g. return phone calls or email, generate reports, etc.)
- Ability to motivate and develop leadership in others.
- Dedication to workers’ rights and social justice.
- Knowledge of organized labor and political economic issues.
- Ability to work without direct supervision.
- Ability to work with a diverse membership and strong member leaders.

**Required Experience and Training:**

- Three (3) years of experience as a union and/or community organizer.
- A valid driver’s license and automobile insured and in good working order.
- College degree; *Preferred:* A Master’s Degree and union organizing experience with higher education, social justice and/or community advocacy groups
- Women, people of color, bilingual and LGBTQIA+ candidates strongly encouraged to apply. Equal Opportunity Employer

**Compensation:**

- Salary range starts at \$65,301 (negotiable); includes full benefits package and mileage reimbursement.