

MASSACHUSETTS TEACHERS ASSOCIATION

POSITION DESCRIPTION

TITLE: Field Representative-Organizer
DIVISION: Field & Organizing
UNIT: FSO
REPORTS TO: F&O Regional Manager

MAJOR RESPONSIBILITY:

The Field Representative-Organizer is responsible for helping to build strong locals and a strong union by supporting local leaders and rank and file members in all aspects of internal organizing, bargaining, contract enforcement and representation, and implementation of local, regional, and statewide campaigns that connect members to the life of the union.

ESSENTIAL FUNCTIONS:

Support locals in all aspects of internal organizing, including membership recruitment and retention, establishing effective building and worksite communication and representational structures, and leadership identification and development

Support locals in all aspects of contract enforcement and representation

Support locals in all aspects of negotiations and contract campaigns, including multiple forms of democratized bargaining (open, coordinated, coalition, bargaining for the common good), that achieve bargaining standards and build rank and file power

Support locals to establish effective administrative systems and action plans for member sign-up, new hire orientations, accurate member data collection, and tracking and signing up potential members.

Support locals in identifying building based and/or local issues and developing a rank and file strategy to solve the problems

Support locals to implement initiatives that engage and empower marginalized groups such as members of color, ESPs/classified staff, and contingent workers, and center social and racial justice in the work of the union

Support locals to implement initiatives to build cultural competency, a climate of equity and inclusion, and other initiatives to increase awareness and support of equity and inclusion values

Collaborate with other staff to implement strategic and coordinated campaigns and link local bargaining and issues to college/university, regional and statewide campaigns

Collaborate with TPL and other field staff to develop and deliver training on all aspects of union skills to local leaders and emerging activists based on a popular education model

Encourage the active participation of locals and their members in the political and legislative activities of the MTA/NEA including the Senate District Coordinator/Political Action Leader program

Assist locals to build relationships with students, parents, and the community and to pursue common good initiatives

Assist with or lead new unit organizing campaigns

Conduct periodic assessments of membership needs and evaluations of the quality of field services and recommend to the Regional Manager program activities to improve the quality of services to better meet the needs of the members

Coordinate all activities of the MTA/NEA in the event of crises related to collective bargaining, employment security, professional quality, organizational integrity, legal rights, or legislative activity in areas to which the Representative is assigned by the Regional Manager

Contribute to building a unified and powerful statewide union dedicated to social, racial, and economic justice

Implement MTA/NEA policy in the area of the Field Rep-Organizer's assignment

Provide support to MTA committees, task forces, and other teams as assigned

Other related duties as needed or assigned within areas of responsibility

MINIMUM QUALIFICATIONS:

Commitment to the mission and strategic goals of the MTA and the organized teaching profession

Substantial experience as a union representative or organizer with abilities in organizing, representational work, contract enforcement, collective bargaining, and strategic campaigns

Understanding of key concepts and commitment to dismantling systems of oppression that create inequity by race, class, and gender

Ability to listen and influence across multiple MTA stakeholders and promote intercultural dialogue and organizing

Experience and familiarity with multiple forms of democratized bargaining including open, coordinated, and coalition bargaining and bargaining for the common good

Understanding of and commitment to a vision of a labor movement that advances social, racial and economic justice and a common good agenda

Ability to establish and maintain successful working relationships and teams with staff, leaders, and members

Effective writing and communication skills

Proficiency with MS Word and Excel; experience with Power Point, VAN, and Hustle preferred

Bachelor's and Masters' degrees preferred

Ability to work well under a tight deadline and in a team environment

Ability to work evenings, weekends, and long hours when needed

Driver's license and access to a car required

Multilingual skills a plus

MTA reserves the right to waive any qualifications at its discretion

The MTA is an Equal Opportunity Employer.

We celebrate diversity and are committed to creating an inclusive environment for all staff.