

UNITED TEACHERS LOS ANGELES
3303 Wilshire Blvd., 10th Floor
Los Angeles, CA 90010
Phone: (213) 487-5560

POSITION AVAILABLE

CHARTER ORGANIZER

SUMMARY

The Charter Organizer is committed to bringing new charter educators throughout California into our union, helping them establish key contract standards to protect the profession and advocate for students. The Charter Organizer will provide effective leadership in carrying out UTLA's goals in organizing, training, and leadership development of charter school educators, and engaging them in workplace and political actions. Success will require significant experience in helping non-union workers organize a union, a high degree of self-motivation, a deep commitment to educators' issues, and the ability to work as part of a high functioning multi-disciplinary team. This position is responsible for planning, overseeing, and executing comprehensive campaigns, including building committees, organizing home visits, performing worker assessments, researching employers, evaluating pertinent regulatory issues, securing recognition, and assisting in bargaining initial contracts that meet charter contract standards. The work will include the identification, recruitment, and development of workplace leaders and moving them to use collective action to solve workplace and professional issues. They will report to the UTLA Political & Community Organizing Director and coordinate closely with leaders of UTLA or their designees as well as representatives of state and national affiliates. Some specific responsibilities may include:

- Organize charter school employees, including the development of broad representative committees of worksite leaders and train them to move campaigns.
- Support strategic campaigns that integrate organizing, negotiations, research, communications, political and legal strategies.
- Assist with the creation of appropriate lists, the support of database systems and the design of professional development and advocacy programs.
- Collaborate with the charter team in each charter project area to design a comprehensive plan incorporating community outreach and support of UTLA chapter members for the charter school related efforts in the area.
- Think and act strategically when communicating, advancing and implementing UTLA's policies and programs regarding charters and reform issues.
- Participate in daily and weekly meetings to discuss progress and plan activities
- One-on-one visits, site visits, meetings, and other interaction with potential members.

- Move members through union election/recognition process.
- Develop communication plans and create pieces including flyers, emails and social media.
- Take direction and give effective input to help grow membership and accomplish goals.
- Develop chapter organization and assist in bargaining initial contracts that meet established standards.
- Motivate and inspire workers to build their union in the face of heavy—and often illegal—employer opposition.
- Establish, develop and maintain contacts and materials for organizing campaigns.
- Interpret the Collective Bargaining Agreement for various independent charters and enforcing the applicable Agreement by means of negotiating, organizing and by representing teachers in all steps of the grievances procedure including binding arbitration.
- Perform such other related duties as may be assigned by the Executive Director or their designee.

Qualifications:

- Experience leading union recognition campaigns strongly preferred.
- At least 5 - 7 years of previous labor and/or applicable community organizing preferred.
- Demonstrated experience winning organizing and contract campaigns with charter school educators and/or other private sector organizing with strong employer opposition.
- Demonstrated organizing, negotiating and coordinating skills necessary to successfully complete complex group projects and activities.
- Demonstrated ability to work independently and show initiative in developing plans and strategy.
- Experience in organizing others, building unity among diverse groups and mobilizing others to take action.
- Ability to carry out goals and meet timelines.
- Strong commitment to the labor movement and to social, economic, and educational justice.
- Willingness to take direction, work in a team, and work within an existing local union.
- Excellent verbal and written communication skills
- Competency in common office and communications software and technology.
- Willingness to work nights and weekends as required.
- Experience with and broad understanding of labor organizations and/or education-related associations/programs and services at local, state and national levels.
- Ability to obtain and maintain a valid California driver's license.

DESCRIPTION OF LOCAL

United Teachers Los Angeles is a merged local affiliated with the California Teacher Association, California Federation of Teachers, National Education Association and American Federation of Teachers. UTLA represents 36,000 bargaining unit members in such diverse groups as Counselors, Nurses, Psychologists, Social Workers, Librarians and Classroom Teachers. Wages, hours and working conditions of unit members are covered in the Collective Bargaining Agreement in effect between the Los Angeles Unified School District and UTLA or collective bargaining agreements between UTLA and independent charter employers.

Los Angeles is a metropolitan school district, which represents the various cultural and racial groups common to large urban areas. Within the District there are over 800 school locations and a school budget of over \$8 billion.

SALARY AND FRINGE BENEFITS

UTLA staff is represented by a staff union with a negotiated agreement.

Beginning salaries range from \$108,403 - \$118,083 per year depending on background and experience.

Fringe benefits include medical, dental, vision care for staff member and all dependents. There is an excellent retirement plan and a monthly automobile allowance for maintenance and operation of a car.

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TO APPLY

Please email Cristina Alfonso, Executive Confidential Assistant to Diana Darty, at UTLAjobs@utla.net for an application and accompanying documents. Application and other documents should be sent to:

United Teachers Los Angeles
Attention: Diana Darty, Director of Operations
3303 Wilshire Blvd., 10th Floor
Los Angeles, CA 90010

APPLICATIONS MUST BE RECEIVED BY UTLA NO LATER THAN 5 PM, JULY 24, 2025.

UTLA IS AN EQUAL OPPORTUNITY EMPLOYER