

**Position:** Organizer

**Location:** Based in Buffalo, New York with some travel generally within a 2 hour distance of the Local but may be further occasionally based on ongoing projects.

**Duration:** at minimum, one (1) year

**Reports to:** Director of Mobilizing & Organizing, The Local's Executive Board

**About Us:**

CWA Local 1168 was recognized as the Union representing a group of Registered Nurses at Buffalo General, after a two year organizing campaign back in 1982. The first bargaining committee left negotiations on May 1, 1983 and went on Strike until July 19, 1983, when they won their first contract. Nurses United became the unionized RN workforce at BGH.

Since then, CWA has grown to represent health care workers of all job titles throughout Western New York. Currently, the Local represents ~ 5,000 health care workers with a various number of employers in all health care related job titles. The local has grown to be the largest CWA healthcare local in the nation to date.

**Job Description:** CWA Local 1168 is committed to the growth of the organization through strategic organizing campaigns. To accomplish this, we need highly driven and committed individuals.

**Responsibilities Include:**

- Through house visits, leafleting, and phone calls, and small group meetings identify health care workers who are interested in forming a Union and the benefits of a union.
- Train and support workers to take action and organize a Union drive
- Plan and lead actions, rallies, events and strikes
- Conducting broad and intensive outreach efforts to non-union workers.
- Building one-on-one relationships with workers.
- Organize and lead productive meetings
- Assist with the local's written communications as directed by the Local President and Executive Board including proofing and editing as needed
- Be knowledgeable in writing and handling handbills, leaflets, and correspondence
- Be knowledgeable in the use of all forms of media including social and electronic media
- Develop and implement successful tactics to win union organizing elections against employer opposition
- Be knowledgeable and assist in organizing and using local community resources, citizen organizations, and politicians.
- Develop educational seminars as deemed necessary by the Executive Board
- Support and promote social and economic issues that are in the best interested of the membership
- Participate and report off on related union activities as deemed necessary by the Executive Board and/or the international union
- Carry out all decisions rendered by the Local's Executive Board
- Perform all duties as required and requested by the CWA constitution and the Local By-Laws

**Qualifications:**

- Demonstrated leadership skills at work, on campus or in the community. Experience as a Union or community organizer preferred; experience working in health care is a plus
- Ability to work with people from diverse backgrounds and cultures.
- Ability to work independently, solve problems and manage time and priorities
- Willingness to work long hours, sometime irregular hours, including nights and weekends
- Good listening, speaking and writing communication skills
- Ability to meet deadlines and juggle a large workload in a fast-paced campaign environment.
- Strong ability to connect with highly educated professionals of varying backgrounds in pursuit of a common goal.
- Ability to work independently while also being able to incorporate constructive feedback and direction from campaign leadership.
- An independent and critical thinker with the ability to learn and understand complex issues quickly.
- Commitment to social change and to carrying out the vision and program of the organization
- Ability to work in a team setting
- Proficient in the use of computers including, but not limited to: Microsoft Office Suite, Google Docs, etc.
- Commitment to organizational discipline
- Valid driver's license and insured car

**Salary & Benefits:**

- Competitive salary depends on experience. This job includes a generous benefits package including: paid time off, paid holidays, healthcare options, sick days, flexible scheduling, etc.

**To Apply:**

- Please send a letter of interest to:

Patrick Weisansal II  
 Director of Mobilizing and Organizing  
 CWA Local 1168  
 1900 Sweet Home Road  
 Amherst, New York 14228

Electronic communication preferred:

PWeisansalii@cwa1168.org

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