
Posted:	28 March 2022
Deadline:	5:00 PM EST, 11 April 2022
Position Title:	Staff Organiser
Position Type:	Full time, permanent
Workplace Environment:	Unionised, CUPE 1281
Workplace Location:	300-208 Bloor Street West with frequent location work at the St. George, Scarborough and Mississauga campuses of the University of Toronto. All work is currently being done remotely.
Job Starts:	June 2022

CUPE 3902 is the trade union representing over 10,000 contract academic workers (teaching, research, etc.) at the University of Toronto. We are adding a second organiser to our team and we are looking for someone committed to a democratic union culture, who will be working under the supervision of the Executive Director and in close collaboration with an annually-elected Executive Committee and a diverse membership.

Qualifications

- Minimum of 1-2 years' employment experience planning and implementing campaigns, member mobilisation strategies, and organising drives
- Well-developed interpersonal skills; ability to work as part of member-driven organising teams; ability to independently develop contacts and leads for organising campaigns
- Experience with developing and facilitating union/activist training & education
- Anti-oppressive practice and/or lived experience; familiarity with Equity, Diversity, Inclusion (EDI) policies in the university setting
- Understanding of the political, structural, and labour issues faced by academic workers
- Research skills in the fields of member mobilisation, union organising strategies, and labour law
- Thorough knowledge of workers' rights and labour law
- Media relations experience; excellent written and oral communication skills
- Knowledge of, and experience with, labour relations and grievance processes
- Graduate degree preferred, in any field

Duties

- Member organising and education: work alongside Local officers, Staff, councils, committees, and caucuses in planning and carrying out member mobilisation and organising, campaign, and educational initiatives
- Bargaining/strike support: work alongside the other Staff Organizer, Local officers, and members to plan and implement single or multi-unit mobilisation strategies prior to the expiration of Local collective agreements; provide logistical support and coordination for members in the event of a strike/lockout
- Research and preparation: work alongside Local officers, Staff, councils, committees, and caucuses with researching and developing member organising strategies
- Organising drives: work alongside the other Staff Organizer and Local officers to plan and oversee the certification of new bargaining units

CUPE 3902 is an equal-opportunity employer and welcomes applications from all qualified individuals.

CUPE 3902 is committed to developing inclusive, barrier-free selection processes and work environments. Please reach out to us about any accommodations that would enable you to be interviewed in a fair and equitable manner. Information received relating to accommodations will be addressed confidentially.

CUPE 3902 is a unionised employer with a competitive wage and benefit package. This position is salaried and pays \$90,619.39, with a contracted raise to \$98,472.38 upon completion of the six-month probationary period.

If you have questions about the position, contact us at executive.director@cupe3902.org.

To apply, submit a cover letter and resume as a single .pdf file by 5:00 PM EST, 11 April 2022 to hiring@cupe3902.org, titled in the following format: Surname_GivenName_organiser application.

We thank all applicants, but only those considered for the position will be contacted about interviews. All candidates who advance to the interview stage will be provided with an honorarium of \$165.