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ORGANIZER

GENERAL FUNCTION

The Organizer organises groups of unorganized workers within CUPE's jurisdiction. They represent the interests of CUPE and future CUPE members by leading unorganized workers through the organizing process, providing a wide range of labour relations services to our members and locals and implementing the Union's policies and programs. In this role, you will also ensure that our organizing efforts are grounded in principles of diversity and inclusion.

SUMMARY OF DUTIES

Under the direction of the Regional Director, the successful applicant will be required to perform some or all of the following functions:

- Work to implement all policies and programs approved by the National Convention, National Officers and National Executive Board.
- Develop and implement organizing strategies designed to certify bargaining unit(s) of prospective members.
- Provide leadership to prospective members involved in organizing campaigns.
- Develop new, innovative organizing strategies.
- Understand, and keep abreast of, legislation relating to organizing.
- Assist in structuring the organizing campaigns for new groups of workers to join CUPE.
- Lead and support organizing campaigns with a keen focus on ensuring representation and inclusion of all workers, irrespective of background, identity, or characteristics.
- Build relationships and collaborate with diverse groups/communities of workers to understand their unique/specific workplace needs and concerns.
- Tailor organizing strategies to address the unique needs of different demographic groups.
- Organize strategic plans and drives to fight off raiding and/or decertification of CUPE locals.
- Work with other departments and branches such as Legal, Communications, Research to prepare, present, and make representations at the labour boards as required.
- Prepare the application for certification and labour board forms.
- Prepare budget for approval and follow up to ensure it is respected.
- Produce or approve the materials used in the campaign.
- Assist in deciding to end or extend the campaign.
- Assist in preparing the organizing reports for their region, as required.
- Give clear direction, guidance, and provide training and support to the inside committee and Member Organizers.
- Educate the inside committee about CUPE and the certification process and maintain regular contact with them throughout the Campaign.

- Use available technology and tools to maintain information or work with others on various projects.
- Work on national/provincial CUPE campaigns, as assigned.
- Complete all related administrative tasks, including but not limited to drafting letters, processing expenses, completing reports, drafting emails, participating in conference calls, and attending all required meetings.

QUALIFICATIONS

- Community College graduate in a relevant field or an equivalent combination of education and experience.
- Active involvement in the labour movement.
- Recent experience within the past five years as a union organizer is preferred or a union representative.
- Possess and maintain a valid driver's license.
- Strong commitment to diversity, equity, and inclusion.
- Excellent communication and interpersonal skills.
- Ability to work effectively with individuals from diverse backgrounds.
- General knowledge of:
 - CUPE political and organizational structure;
 - CUPE's Strategic Directions and Bargaining Policy;
 - CUPE's Anti-Racism Strategy.
- Competencies:
 - knowledge of the organization;
 - familiarity with labour relations legislation;
 - knowledge of equity issues, human rights, and anti-oppression;
 - specific knowledge;
 - communication;
 - focus on members;
 - organizational skills;
 - working together;
 - managing conflict;
 - analytical skills;
 - self-manage.
- Ability to:
 - speak and write at an above average level in English;
 - work with minimal supervision;
 - maintain confidentiality;
 - perform basic mathematical functions;
 - use MS Office Suite, Internet search engines and, where required, statistical, or database applications and learn new software.

CUPE is committed to providing an inclusive, respectful, accessible, and healthy workplace environment that is equitable and fair at all levels of its organization. We are committed to establishing a qualified workforce that is reflective of the diverse population and communities in which we live and serve. CUPE encourages applications from qualified members of the five (5) designated equity groups: Women, Indigenous people, Black and Racialized people, Persons with Disabilities, and 2SLGBTQI+ people. Upon request and at any stage of the recruitment and/or selection process, we will provide reasonable accommodations for those who have a temporary or a permanent disability. Please contact the Human Resources Department to request an accommodation if needed at hr@cupe.ca.