

Bargaining Mobilizer Job Posting

Title: Bargaining Mobilizer (1) - unionized with CUPE 1281

Responsible to: Staff Supervisor (President), CUPE 3906

Start Date: Tentatively January 25, 2024 with possibility of sooner start

Duration of appointment: As required week-to-week until a new Collective Agreement is ratified by membership (up to a maximum of 450 hours)

Hours: Approximately 10 hours of work per week, hours may vary depending on stage of CUPE 3906 Unit 2 contract negotiations

Wage rate: \$31.77/hr

Location: online and in-person duties at McMaster University (1280 Main Street West, Hamilton ON)

Application deadline: January 18, 2023

CUPE 3906 is looking for a dedicated Bargaining Mobilizer for mobilizing work as part of our Unit 2 bargaining efforts. For **duties**, please see “Job Description”, below.

Required Qualifications and Experience: ability and willingness to communicate with members via telephone, internet, and in-person in a safe manner (and assuming safe working conditions); ability to work independently and in groups; organization skills and ability to work under minimal supervision; ability to provide support, direction and coordination to a group of volunteers; ability to communicate clearly and regularly with supervisors, staff, and volunteers; ability to track group progress using simple spreadsheets or databases (e.g., Microsoft Excel); ability to work legally in Canada and on the McMaster campus. Experience on organizing drives, union campaigns, or union member mobilization, and comparable organizing and mobilizing work for political parties, NGOs, and like-minded grassroots organizations; knowledge of the academic sector and unionized workplaces; experience with graphic design are an asset.

To apply, please submit a cover letter, resume/CV, and the names of 2 references via email in PDF format (all in one file, if possible) to Vic Wojciechowska, President, CUPE Local 3906, at

president@cupe3906.org. You can then expect an email acknowledging receipt of your application; however, once the competition has closed, we will only be contacting shortlisted candidates selected for the interview stage. **Please note that this position is a book off/casual hire that is only available to CUPE 3906 Members.** It is excluded from the CUPE 1281 Collective Agreement. CUPE 3906 is an equal opportunity employer; we encourage applications from members of equity-seeking groups. We are governed by our equity statement, as outlined on our website at:

www.cupe3906.org/wordpress/equity-statement

Job Description:

Bargaining Mobilizer (roughly 10 hours/week)

The general tasks and role of the Bargaining Mobilizer are as follows:

1. Education & Publicity

The Bargaining Mobilizer will help educate members on the collective bargaining process, union membership, and the key dates and events of the collective bargaining process as they unfold. This may include: face-to-face and/or telephone canvassing; electronic outreach via Zoom, Skype, or equivalent; small group discussions with members; the creation of email/website content; and the production of posters/other promotional media.

2. Member Engagement Building

The Bargaining Mobilizer will also be tasked with creating strategies and campaigns aimed at building general membership support and activism around the bargaining process. This may include: organizing events and structure tests; face-to-face and/or telephone canvassing; electronic outreach via Zoom, Skype, or equivalent; small and large group discussions with members; coordinating volunteers; and social mapping of departments. Familiarity with online and telephone communication platforms will be especially important; experience with campaigning platforms like CallHub are an asset.

3. Training and Skill-sharing

The Bargaining Mobilizer will help identify and recruit interested members into the Bargaining Support Committee and provide said committee with tools and strategies for effective mobilization. This may include: one-on-one coaching on face-to-face and telephone canvassing; mentoring/shadowing with members; and leading information sessions on the topic of mobilizing.

4. Committee Support

Under the direction of the employment supervisor (or their designate), the Bargaining Mobilizer will work closely with the Chair(s) of the Bargaining Support Committee, along with the Bargaining Team, Staff and the Executive.

5. Campaign Support

The Bargaining Mobilizer will help with the creation and implementation of campaigns in support of key bargaining issues/demands. This may include: coordinating with the Bargaining and Bargaining Support Committees; creating promotional media (print and digital); and helping to organize and facilitate bargaining-related events.

While there may be additional tasks required as the bargaining process unfolds, the above list provides a fairly thorough overview of the position.