

April 21st - Internal Book off Posting (2 positions)

Position Title: CUPE 3906 Member Mobilizer Book off (Casual)

Start Date: tentatively May 16th, 2022 (but not earlier)

Duration of Appointment: To Be Determined, 4 months minimum

Hours of Work: Approximately 10 hours of work per week, hours may vary depending on stage of CUPE 3906 Unit 1 and 3 contract negotiations

Wage Rate: \$44.95 hourly

Location: online, however in-person duties at McMaster University (1280 Main Street West, Hamilton ON) may be required permitting safe working conditions

Duties: (Please see “Job Description”, below)

Required Qualifications and Experience: CUPE 3906 Membership; ability and willingness to communicate with strangers via telephone, internet, and in-person in a safe manner (and assuming safe working conditions); ability to work independently and in groups; 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.

Preferred Qualifications and Experience: Familiarity and/or experience with the collective bargaining process is valuable but not required. Experience running or participating in campaigns (such as political, elections, fundraising, etc.) and/or participation in labour movement or social movement organizing and outreach is also an asset.

Application Deadline: May 4th, 2022

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 Chris Fairweather, 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. UNIT 1 members who hold TA/RA in lieu contracts simultaneously with this one may be able to substitute this contract for their UNIT 1 work.

Employment Equity Statement.

CUPE 3906 is an equal opportunity employer that welcomes applications from all qualified individuals without discrimination.

Land Acknowledgment.

CUPE 3906 sits on the traditional lands of the Mississauga and Haudenosaunee peoples. Those who are currently occupying lands outside of ‘Hamilton’ – perhaps due to life changes in light of COVID-19 – are encouraged to learn about the Indigenous Nations that continue to care for and protect said lands, and about the Treaties that govern their own relationships to said lands.

The lands on which ‘Hamilton’ was built are protected by the Dish With One Spoon Wampum Agreement, a treaty between the Anishinaabe, Mississaugas of the Credit First Nation, and Haudenosaunee that bound them to peaceably share the territory and care for the land and resources around the Great Lakes. We recognize that ‘Canada’ is a white settler nation, and its projects are ongoing, enduring, and felt in the everyday lives of Indigenous people.

As CUPE members dedicated to the principles of social unionism, we recognize that our goal of securing better wages and working conditions cannot be separated from the struggle for a better world beyond the workplace. It is in that spirit that we commit ourselves to decolonization, not just as an outside objective, but as a principle guiding our internal policies and practices. Each of us has a responsibility in understanding the spirit and intent of Treaties to hold both the Union and the University accountable to Treaties as the laws of the land – laws that supersede settler law.

We recognize and uphold the inherent rights and titles of Indigenous peoples, the implementation without qualification of the UN Declaration on the Rights of Indigenous Peoples (UNDRIP), and our support for the 94 Calls to Action by the Truth and Reconciliation Commission. From 1492 Landback Lane to the fisheries at Sipekne’katik and far beyond, we stand in solidarity with Indigenous people who continue to assert their territorial sovereignty despite mounting risks of settler colonial violence. We will continue to be an active partner with these and other Indigenous allies across Turtle Island, so long as we are welcome.

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. **Under current circumstances, familiarity with online and telephone communication platforms will be especially important.**

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.