



# Coalition of Graduate Employees

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## CGE ORGANIZER

The Coalition of Graduate Employees (CGE, American Federation of Teachers Local 6069) is a labor union representing the interests and rights of Graduate Employees at Oregon State University. Our vision is to create a working environment where fair and equitable treatment protects the holistic well-being of all workers, and the principles of participatory democracy promote collaboration and shared goals across peoples.

We are hiring a permanent full-time **Organizer** to support our union in internal organizing, member development, contract negotiation and enforcement, solidarity building, and other areas of union activity. Review of applications will begin June 7, 2023 with an expected start date between July 15 and August 1, 2023. Current staff will be available to aid with new employee onboarding.

## PRIMARY RESPONSIBILITIES:

- Internal organizing via one-on-one conversations, membership drives, activist/leader recruitment, and orientations
- Community and relationship building
- Supporting people through emotionally tough times
- Developing and holding group and one-on-one trainings for members, activists, and leadership
- Designing, writing, and editing both web and print materials
- Organizing and executing meetings, events, and actions such as rallies, picket lines, etc.
- Representing and advocating on behalf of CGE to the employer and other relevant groups
- Research for organizing and contract bargaining/enforcement purposes
- Supporting the local's bargaining team
- Assisting the CGE Executive Council and other union entities as necessary
- Utilizing an online membership database

## REQUIREMENTS:

- At least three years labor or grassroots organizing experience
- Technical skills: email, word processing, spreadsheets, social media
- Commitment to social justice causes

## PREFERRED EXPERIENCE:

- Ability to articulate an organizing philosophy
- Familiarity with institutions of higher education
- Union awareness and commitment to labor causes
- Experience working with graduate employees/graduate employee unions
- Experience with and/or training in collective bargaining and grievances
- Experience working with volunteer leadership
- Experience facilitating difficult conversations
- Database experience
- Experience with graphic design

## COMPETENCY QUALIFICATIONS

Ideal candidates will demonstrate the following competencies:

- Initiative and self-motivation
- Excellent verbal and written communication skills
- Effective time management
- High integrity and trustworthiness
- Problem solving and teamwork skills
- Demonstrated ability to work respectfully and empathetically with a diverse range of individuals
- Strong interpersonal skills

## PHYSICAL DEMANDS / JOB ENVIRONMENT:

- The position requires manual dexterity, auditory and visual skills, and the ability to follow written and oral instructions and procedures.
- The majority of the work is in the CGE office, with travel around the Oregon State University campus, Corvallis, and Oregon required.
- The normal workweek is Monday-Friday, and the normal workday is eight hours worked between 8 AM and 9 PM. Specific work hours within that range are flexible, based on the needs of CGE and its employees. Evening and weekend work are frequently required to accommodate members' schedules.

## POSITION COMPENSATION AND BENEFITS

This is a full-time, salaried position covered under a collective bargaining agreement with generous benefits as follows:

- Compensation ranges from \$55,750 at the base salary to \$68,015 at the highest step.
- Employer-covered health insurance
- Holidays and other paid leave
- Retirement program
- Professional development funds
- Various monthly stipends that total an additional \$400/month
- Relocation stipend up to \$2500

Email [operations@cge6069.org](mailto:operations@cge6069.org) for a copy of the collective bargaining agreement.

**Affirmative Action Statement:** CGE is an AA/EEO employer. Women, BIPOC, and LGBTQIA2S+ individuals are strongly encouraged to apply. CGE is committed to increasing the participation of women, people of color, and LGBTQIA2S+ individuals in all aspects of the union. For that reason, CGE encourages all applicants to use the cover letter, resume, references, or an additional info sheet in a format and length of your choosing, to disclose any information (voluntarily) as it relates to:

1. Any relevant facts about the applicant's identity as it relates to the applicant's experience working around diversity and social justice
2. Any past experiences addressing issues of racism, sexism, homophobia, classism, etc., and how that experience empowered those people who are directly affected by institutionalized discrimination (women, people of color, LGBTQI+ individuals, etc.), and put those affected individuals at the forefront of organizing efforts in an empowering way
3. Your potential future role as you see it as an employee with CGE and how you would address

institutional forms of racism, sexism, homophobia, etc. within the union, at OSU, and/or in the broader Corvallis community

CGE has historically organized around social justice issues and is committed to continuing that tradition and increasing those efforts. Recent examples of issues around which we have organized include: basic health and safety protections on campus through a global pandemic; support for international students during draconian travel bans; survivor-centered reforms at OSU; more family-friendly policies including child care subsidies, expanded drop-off child care, and lower health insurance premiums for dependents; negotiating to include gender confirmation surgery on the graduate employee insurance plan; negotiating to expand access to gender-inclusive restrooms; negotiating to expand OSU's hardship fund; negotiating to expand health and safety protections; and providing implicit bias, inclusive classroom, and bystander intervention trainings to members and activists.

CGE encourages applicants that share similar organizing experiences and goals as those identified by our union members to apply. Applicants should share as much information as they deem relevant to the job. Sharing this information is voluntary, but preference will be given to applicants who exhibit experience, passion, and an ongoing desire to overcome institutional and interpersonal forms of racism, sexism, homophobia, transphobia, classism, ableism, etc., and who have experience working in communities of color, with women, in LGBTQIA2S+ communities, in low-income communities, etc.

**TO APPLY:**

Please submit a resume without any identifying information and a cover letter, which can include any responses to the Affirmative Action statement, via email to [operations@cge6069.org](mailto:operations@cge6069.org). Please put the words "CGE Organizer" in the subject.

The resume without any identifying information will be used in our initial blind screening for the required experience and education. Then all application materials will be examined together when considering the preferred experience and education and competency qualifications.