

## Midwest Region Organizer Committee

The Laborers Midwest Region Organizing Committee is seeking a new Organizer to join the Missouri & Kansas Laborers District Council (MKLDC) team.

**Job Responsibilities:** The primary duties of an organizer are to seek out and/or meet with non-union contractors, in order to:

- Discuss and explain, in depth, the benefits of becoming a LIUNA signatory contractor
- Present LIUNA in a professional manner at all times
- Assess the non-union contractors interest in becoming a LIUNA signatory contractor
- Learn the contractors issues and/or obstacles, if possible, in order for the contractor to become a LIUNA signatory contractor
- Develop a strategy for overcoming such obstacles, if possible, in order for the contractor to become a LIUNA signatory contractor
- Implement tactics that further the strategy developed
- Understand that organizing campaigns may take time and be prepared to engage in long a protracted organizing campaigns
- Understand that rebuilding union market share requires three parties – Members, Unions, and Contractors

### **Additional Job Responsibilities**

- Recruit non-union workers as members
- Handbill non-union construction sites
- Inspect and monitor non-union construction sites to ascertain compliance with local, state, and federal safety & health laws

- Inspect and monitor non-union construction sites to ascertain compliance with local, state, and federal environmental laws
- Inspect and monitor non-union construction sites to ascertain compliance with local, state, and federal codes
- Inspect and monitor non-union construction sites to ascertain compliance with projects specs
- Participate state, local, and federal compliance proceedings by giving sworn affidavits and sworn court testimony.
- Participate in campaigns designed to persuade employees to choose to have LIUNA represent them for purposes of collective bargaining.
- Travel to various conference and meetings in other states, overnight stays may be required

### **Skills and Abilities of a Successful Organizer**

- Interpersonal communication skills
- Written, electronic, and verbal communication skills
- Punctual
- Professional appearance and demeanor
- Persistence
- Dependable
- Working knowledge of construction unions
- Working knowledge of construction industry
- Willingness to learn
- Active listening skills
- Attention to details
- Ability to manage time effectively
- Basic computer / research skills
- Ability to work independently
- Ability to organize and prioritize tasks and daily work schedule
- High degree of self-motivation
- Enthusiasm and good attitude
- Confidence in your own abilities
- Ability to be resilient in the face of adversity
- Able to work as part of a team in a team atmosphere

- Ability to follow-up and maintain relationships
- Excellent work ethic
- Ability to keep a level head in tense situations
- Overall people person