

Job Opening: Worker Center Organizer

The Massachusetts Coalition for Occupational Safety and Health (MassCOSH) is a nonprofit organization that organizes and mobilizes workers, unions, and community activists to advocate for and promote a healthy and safe workplace. MassCOSH is an exciting and growing organization with a diverse, committed staff that work as a team.

The MassCOSH Worker Center seeks to build a voice for immigrant workers as leaders in their workplaces and in policymaking, and to win improvements in workplaces, across industries and in policies that impact working conditions.

MassCOSH seeks a worker center organizer who will focus on three key areas:

- Provide training and support organizing and advocacy efforts of immigrant workers seeking to address unsafe and unhealthy workplace conditions, discrimination, wage and hour violations, etc.
- Help recruit, train, support and encourage other worker volunteers to play an increasing leadership role - supporting worker organizing campaigns, participate in the Worker Center steering committee and provide other volunteer roles in the Worker Center.
- Support and build the leadership and engagement of Worker Center committees, to play an increasing role in the Governance of the Worker Center
- Encourage workers participating in the Worker Center to become members of the Worker Center.
- Communicate to other workers about events and engage them with unions and community groups in the organization.

The worker center organizer will participate in other MassCOSH initiatives to promote safe and healthy working conditions for workers, particularly low income, immigrant workers. The Worker Center Organizer will report to the Worker Center Coordinator.

Duties:

- Encourage, support and assist workers to organize for workplace improvements. Specifically, support groups of workers, helping them overcome their fears of organizing and understand realistically the challenges they face; help workers develop an organizing strategy and think through all the possible ways they can pressure their employer to improve conditions; link workers with other resources available through MassCOSH (health/safety experts, attorneys, volunteers with experience in workers comp, MCAD, etc.)
- Achieve and be accountable to specific goals for recruitment of workers into the worker center and those that become members
- Help recruit, train, support and encourage worker volunteers who can support worker organizing campaigns, participate in the Worker Center steering committee and provide other volunteer roles in the Worker Center.
- Encourage workers participating in the Worker Center to become members of the Worker Center and to take increasing leadership roles in the program and within the organization.
- Communicate to workers about events and engage them with unions and community groups in the organization.
- Provide introductory health and safety training/orientation sessions to help encourage workers to participate in organizing efforts.
- Conduct intake for workers to identify priority issues and encourage them to participate in worker clinics
- Keep track of the progress of worker organizing campaigns by writing down their progress in the campaign form and in Salesforce.
- Meet weekly with the Worker Center team to report on the progress of the above efforts.

Qualifications:

- Experience with worker health and safety and worker rights
- Strong organizing skills, ability to engage and involve workers

- Strong facilitation skills
- Fluency in Spanish and English required; Portuguese language a plus
- Strong communication skills
- Team player
- Ability to maintain a high level of professionalism and confidentiality
- Commitment to understanding the mission, objectives and culture of MassCOSH
- Driver's license required

Full Time Salary - \$48,000 plus full individual health, dental and 2% contribution to 401K.