



LATINO UNION OF CHICAGO

4811 N. Central Park Ave., Chicago, Illinois 60625
www.latinounion.org
312-491-9044

Labor Organizer Job Description

Position Type: full time

Hybrid?: Predominantly in-person with hybrid work

Language: Bilingual, English/Spanish

Reports to: Organizing Director

Pay Rate: \$51,157

Benefits: Employer-paid health, vision, and dental. Extensive paid time off, including sabbatical after 3 years of employment, 32-hour work week.

Position Description: The Labor Organizer will engage Latino Union's (LU) base of household and day labor workers to address, report, and prevent wage theft by educating, connecting with resources, and aiding them in self-organizing. This position is part of a team of organizers who work closely together to create sustainable, impactful, worker-centered programs, projects, and campaigns that build power, organization, and community support for contract workers in Chicago. The Labor Organizer will support workers with wage theft cases, lead educational and practical trainings on labor rights, support the building of LU's base, and be an avid advocate for immigrant and workers' rights.

Who we are: The Latino Union of Chicago builds power with Day Laborers, Household Workers, and other contracted workers to fight for social and economic justice through education, organizing, advocacy, and coalition building.

RESPONSIBILITIES

Base Building and Worker Education (40%):

- **Build and maintain** strong relationships with workers who seek support from our organization.
 - Recruit and encourage workers to become members of the organization.
 - Strengthen member base by maintaining regular communication with workers via call, text, and events.
 - Collaboratively create and co-facilitate with other LU organizers opportunities for membership political education and leadership development.
 - Engage and involve workers in outreach and leadership efforts.
 - Maintain up to date records of membership and relevant labor cases.
- **Educate** workers and the general community on labor rights for all workers with a particular focus on immigrant and low-wage workers.
 - Co-facilitate know-your-rights workshops with other organizers and workers at community sites.
 - Facilitate wage theft prevention workshops and teach-ins for workers and employers.
 - Update relevant organization educational materials regarding city, county, state and federal law.
 - Create accessible educational materials for educating workers and community members on labor rights.
- **Create** flyers and other outreach materials on Canva in collaboration with the Communications Director.

Wage Theft and Labor Case Work (30%):

- **Support** workers who've experienced potential labor violations navigate reporting and organizing efforts by:
 - filing wage theft claims with relevant local, state, and federal agencies.
 - Improving wage theft collections and connecting workers with needed resources to self-advocate.
 - Working closely with legal teams from allied organizations when referrals are needed.
- **Organize** collectively around individual employers so they pay workers the wages they are owed, using strategic actions and methods as needed.
 - Encourage individuals who engage with LU for their individual case to get involved with the broader worker justice movement.
 - Advocate for systemic changes to improve working conditions via coalition efforts.
- **Maintain records** of each potential case, including those that are referred out to other organizations.
 - Gathering and compiling relevant data about various workplaces and employers who violate labor laws.
 - In collaboration with other organizers, gather and compile relevant information on working conditions for low wage workers throughout the Chicago area.

Labor Coalitions Work (20%):

- **Engage** with allied organizations in labor coalition spaces to create systemic change.
 - Support and lead relevant campaigns and coalition efforts in policy change.
 - Attend regular coalition meetings.
- **Liaison** for ongoing campaigns including but not limited to:
 - Safe hiring sites for day laborers
 - Just Cause (ending at-will employment)
 - Work Without Fear (protections for migrant workers facing labor violations)
 - The National Domestic Worker Bill of Rights
 - DALE (Deferred Action Legal Enforcement), and others.

Other responsibilities (10%):

- Submit monthly organizing reports.
- Write up and maintain up-to-date records of relevant information, including: (agenda minutes, activities, campaigns, trainings, etc.)
- Attend Latino Union's bi-weekly staff meetings, weekly organizers meetings, and other staff retreats and organizational meetings as needed.
- Support other organizational tasks as needed.
- Support with translation and interpretation as needed.
- Other duties as assigned.

QUALIFICATIONS

Characteristics we seek in candidates:

We seek an excellent communicator committed to building worker and community power by coordinating, educating, facilitating, and spreading the word about the organization and its work; a people-person who's excited about engaging with persons of all backgrounds and life experiences.

Required Qualifications:

- Commitment to LU's mission and vision, especially in collaborating with workers in developing the tools necessary to improve social and economic conditions.
- Ability to work varied hours depending on community needs, including evenings and weekends.
- Exceptional relationship-builder.
- Excellent communication and organizational skills—good attention to detail and well-organized with consistency in follow-up.
- Self-motivated and collectively minded—proven ability to work independently and collaboratively.
- Fluent bilingual in English and Spanish, able to interpret and translate when needed.
- Ability to facilitate group decision-making and problem-solving.
- Knowledge of use and management of Google Suite and Office Suite, among other tools for documentation and communication.
- Understanding of issues facing low-wage workers, immigrant communities, and other communities of color.
- Passion and commitment to collaborate with diverse stakeholders in a way that prioritizes worker-member development and builds organizational capacity.
- Experience and competency working in a multiracial, multicultural environment.
- Demonstrated leadership qualities and commitment to continual learning and growth within the organization.
- Commitment to challenging the assumptions of Latinidad and advocating for plurinationalism and international solidarity.

Favored Qualifications:

- 2+ years of previous organizing experience.
- Previous project and team management experience.
- Additional language fluency (Portuguese, Creole, Polish, Tagalog, and Indigenous languages from the Americas such as Quechua) a plus.
- Familiar with Popular Education methods.
- Familiarity with community organizing, immigrants' rights, and workers' rights issues.
- Experience with direct action.
- Experience with policy change and advocacy.

How to apply: Please send a cover letter and resume to jobs@latinounion.org with “Labor Organizer” in the subject line. Applications are considered on a rolling basis, but preference is given to those submitted before February 9, 2024

Note to applicants: We strongly encourage Women, people of color, and immigrants to apply. We encourage you to apply even if you don't fulfill all the qualifications but are committed to building worker community power. We are looking for someone who is a good fit within our collaborative working environment and is invested in our members' professional and organizational development

Latino Union is an equal opportunity employer to all employees and applicants for employment without regard to race, creed, religion, sex, sexual orientation, gender identity and expression, national origin, age, disability, or marital status, in accordance with applicable federal, state and local laws.