



**Internal Organizer (IO)  
Based in Portland/Tigard, OR**

The Oregon Federation of Nurses and Health Professionals (OFNHP) Local 5017 represents over 6,000 nurses and health professionals in Oregon and Southwest Washington, most of them employees of Kaiser Permanente, PeaceHealth, with a growing number from the St. Charles system and Mid-Columbia Medical Center. OFNHP is an affiliate of the Nurses and Health Professionals division of the American Federation of Teachers (AFT).

**Internal Organizer:** The Internal Organizer will represent and organize union members at the workplace including organizing, political action, bargaining and other activities. Job duties include effectively addressing member and employer questions and problems; ensuring compliance with collective bargaining agreements; processing grievances; assist in preparing for arbitrations; attending meetings, pickets, seminars, and conferences; visiting locations and disseminating information; communicating with the union membership; and, recruiting, training, and utilizing stewards. The Internal Organizer will work otherwise as directed.

**Key Responsibilities:**

- Work cooperatively and accountably with a team of Internal Organizers and member leaders to develop and execute a common program.
- Identify, recruit, train, develop, and support stewards and worksite leaders.
- Engage members in union activities.
- Build worksite structures for communication, mobilization, and leadership development.
- Develop and execute plans for campaigns around a variety of workplace issues.
- Support stewards in using the grievance procedure and other tools to enforce union contracts and improve working conditions.
- Develop and execute contract campaigns and build participation in all forms of bargaining.
- Work effectively in a labor-management partnership environment.
- Organize residual work units and bargain accretion agreements.
- Encourage participation in political and community coalition-building activities.
- Prepare and manage work plans, calendars, files, reports, lists, and other records as directed.
- Participate in community and external organizing from time-to-time.

**Skills and Knowledge Required:**

- Ability to work with and develop member leaders to identify issues, strategize solutions, and build power to secure desired changes in the workplace.
- Experience negotiating collective bargaining agreements in the private sector.
- Commitment to social justice and the organizing model of unionism.
- Union or community organizing experience.
- Strong written and verbal communication skills.
- Strong planning and time management skills.

- Demonstrated ability to work effectively as part of a team.
- Demonstrated self-starter.
- Knowledge of computer programs (including word processing, spreadsheets, and database software).
- Willingness and ability to work long and irregular hours, including evenings and weekends.
- Willingness and ability to travel for work assignments.
- Be in possession of a reliable/insured vehicle and valid driver's license.

**Preferred Qualifications:**

- Experience organizing in healthcare settings.
- Experience in a Labor Management Partnership.
- Experience in arbitration proceedings.

**Supervision:**

Reports to OFNHP President or designee.

**Wages & Benefits:**

This is a CWA Local 7901 represented position. Competitive salary and benefits including holidays, comp days, and vehicle stipends.

**To Apply:**

Please submit a cover letter and resume to [Kglassley@ofnhp.org](mailto:Kglassley@ofnhp.org). Position will remain posted until filled.

**OFNHP is an Equal Opportunity Employer**

The Oregon Federation of Nurses and Health Professionals is an equal opportunity employer committed to hiring staff who reflect our membership and model the unity and equity that we seek to create in our communities. Women, LGBTQ+, people of color, and immigrants are strongly encouraged to apply. We are committed to creating a diverse environment and are proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, and/or veteran status.