International Union of Painters and Allied Trades
District Council 4 – Western and Central New York

Central New York Organizer Job Description

Micron Organizing and Recruitment Campaign

Department	**Organizing**	**Reports To**	**Director of Organizing**
Work Area	**Central New York**	**Employment Type**	**Full-Time Salaried**
Work Environment	**Field Office and Travel**	**Primary Assignment**	**Micron Organizing and Recruitment**

Position Summary

District Council 4 is hiring a full-time Organizer assigned to Central New York. The Organizer's primary responsibility is to organize and recruit the workforce needed for the upcoming Micron project while expanding DC4 membership, contractor relationships, and union market presence throughout the region. This is a field-driven position requiring daily worker contact, disciplined follow-up, accurate reporting, and close coordination with DC4 staff.

Primary Objective

The Organizer will build a reliable pipeline of qualified workers into DC4 membership and apprenticeship pathways, with an immediate focus on the Micron project. The Organizer must identify workers and contractors, develop worker leaders, move prospects through the recruitment process, and help prepare the Council to meet future manpower needs across all IUPAT crafts.

Core Responsibilities

Field Organizing and Worker Outreach

- Identify non-union projects, contractors, and workforce networks throughout Central New York.
- Conduct one-on-one conversations at jobsites, homes, meetings, and community events.
- Collect accurate contact information and assess each worker's skills, work history, certifications, availability, and interest in union membership.
- Complete timely follow-up and build long-term relationships with workers, natural leaders, and potential members.
- Map workplace relationships, worker issues, support levels, and decision makers relevant to organizing campaigns.

Micron Recruitment and Workforce Development

- Recruit experienced painters, drywall finishers, glaziers, and industrial painters for anticipated Micron manpower needs and related regional work.
- Coordinate with the Training Department to identify apprenticeship candidates and connect qualified applicants to the proper entry path.
- Work with the Director of Organizing, service representatives, and signatory contractors to match qualified workers with available opportunities.
- Develop recruitment leads through pre-apprenticeship programs, workforce organizations, community partners, job fairs, and industry contacts.
- Track each recruit from initial contact through application, referral, placement, and early retention.

Campaign Development and Worker Leadership

- Build written campaign plans with measurable goals, timelines, targets, and follow-up assignments.
- Identify and develop worker leaders who can organize coworkers, lead meetings, and support collective action.
- Educate workers about IUPAT structure, wages and benefits, workplace rights, collective bargaining, and apprenticeship opportunities.
- Counter employer misinformation and help workers prepare for anti-union activity.
- Recruit workers into organizing committees, the Volunteer Organizing Committee, meetings, training, and actions.

Contractor Community and Industry Engagement

- Research contractors and subcontractors working in Central New York and on projects connected to the Micron development.
- Contact nonunion contractors, schedule follow-up meetings, and pursue opportunities to become signatory employers.
- Build relationships with workforce organizations, community groups, labor allies, faith leaders, and elected officials when assigned.
- Support job fairs, public actions, recruitment drives, and other events that advance campaign goals.

District Council Coordination and Labor Standards

- Coordinate with the Business Manager Secretary Treasurer, Director of Organizing, service representatives, Training Department, and Government Affairs Department.
- Support prevailing wage and labor standards compliance by gathering jobsite information and referring potential violations for review.
- Document unfair labor practices, retaliation, or discipline and coordinate with legal staff or counsel when directed.
- Support contract campaigns, pickets, strikes, and solidarity actions when assigned.
- Protect confidential worker information and follow DC4 data security requirements.

Administration and Reporting

- Maintain accurate worker lists, contact records, contractor information, support levels, and campaign notes in the designated tracking system.
- Submit weekly and monthly reports describing activity, progress, obstacles, and next steps.
- Keep the campaign action plan current and report urgent issues promptly.
- Manage travel, scheduling, meetings, and field logistics responsibly.

Weekly Performance Expectations

The following are baseline expectations. The Director of Organizing may adjust them based on campaign priorities, field conditions, and specific Micron recruitment needs.

- Visit 15-20 non-union projects and collect available developer, general contractor, painting contractor, drywall contractor, and glazing contractor information.
- Obtain contact information for 10 new nonunion workers or qualified recruitment prospects.
- Contact new worker leads by phone and, when appropriate, through an in-person visit within 48 hours.
- Conduct at least three house calls or other substantive in-person follow-ups with workers or members.
- Contact two to three non-union contractors with the goal of securing a follow-up meeting.
- Update worker records, recruitment status, and the campaign action plan.

Performance Measures

Performance will be evaluated using documented campaign results, including:

- Qualified workers recruited into DC4 membership or apprenticeship pathways.
- Workers referred, placed, reporting to work, and retained after placement.
- Organizing leads advanced and worker leaders or committees developed.
- Contractor contacts converted into meetings or signatory opportunities.
- Timely follow-up, accurate records, and completion of assigned reports and action plans.

Candidate Qualifications

- Demonstrated commitment to union democracy, member driven organizing, and growth of the unionized construction industry.
- Outgoing, disciplined, and able to build trust with workers from different crafts and backgrounds.
- Ability to follow direction, work independently in the field, and manage multiple campaigns and deadlines.
- Strong verbal and written communication skills, including effective one-on-one conversations and group presentations.
- Willingness to work some nights and weekends and travel regularly throughout Central New York.
- Prompt and reliable response to calls, messages, email, and assigned follow-up.
- Ability to maintain confidentiality and use worker information responsibly.
- Willingness to represent and organize all IUPAT District Council 4 crafts.
- Construction industry, organizing, recruiting, sales, or community outreach experience is preferred.

Compensation and Benefits

Base Salary

The weekly salary shall equal forty-five hours times the highest regular foreman rate, excluding the bridge rate, in any District Council 4 painting or glazing collective bargaining agreement.

Benefit Contributions

Contributions shall be made for forty-five hours per week at the applicable journeyman benefit rate to the IUPAT Industry Pension Fund, IUPAT Annuity Fund, and DC4 Health and Welfare Fund in accordance with the Organizer's home local benefit rate.

Vehicle and Travel

The Organizer shall receive a monthly automobile allowance of $400. DC4 will reimburse 80 percent of general maintenance and insurance costs upon submission of appropriate receipts. A gas card will be provided for business use. Business parking expenses will be reimbursed with receipts, and an EZ Pass will be provided for tolls.

Equipment

DC4 will provide a cell phone and laptop for union business.

Paid Time Off

The Organizer shall receive two weeks, or 10 days, of vacation and personal time, all recognized holidays, and up to five paid sick days per year.

Work Schedule and Travel

This is a full-time salaried position with a flexible schedule. The work includes office duties, extensive field activity, regular travel throughout Central New York, and some night and weekend assignments.

Acknowledgment

Approved By _____	Date _____
Employee Acknowledgment _____	Date _____