



NEW YORK CARING MAJORITY LEAD WORKER ORGANIZER JOB DESCRIPTION

Job Title: NYCM Lead Worker Organizer

Position: Full-time Exempt

Start Date: February 2024

Reports To: Senior Lead Organizer, Caring Majority Rising

Salary: \$83,200-89,600

Work location: Westchester, Bronx or Lower Hudson Valley, New York

Organizational Background

Caring Majority Rising (www.caringmajorityrising.org) is a political organization of people with disabilities, older adults, family caregivers, and home care workers. We are organizing to build a sustainable and just caring economy. We call for greater investments in home and community-based care, as a necessary means to meet our broader goal of dignity, self-determination, access and justice for all. Caring Majority Rising is a fiscally sponsored project of Bend the Arc Jewish Action which is a 501(c)(4) organization.

Caring Majority Rising's goals are:

- To make long-term care services and supports affordable and accessible to all New Yorkers who require additional support to live independently - this includes passing the NY Health Act;
- To improve the quality of long-term care jobs and create the caregiving jobs we will need to meet our communities' growing demand; and
- To mobilize our base to build the power we need to transform our communities to become interdependent, caring and resilient.

Caring Majority Rising is a Steering Committee member organization of the New York Caring Majority. The New York Caring Majority is working to ensure that all New Yorkers can afford the supports we need to live and age with dignity in our own homes and communities, and to ensure that home care jobs pay a living wage. Our current campaign is **Fair Pay for Home Care**, a campaign to win increased investments from the state in the home care workforce.

Because the Lead Organizer is organizing with domestic and home care workers, they will also be working closely with the National Domestic Workers Alliance (NDWA). **The National Domestic Workers Alliance** (www.domesticworkers.org) is a **Steering Committee member of the New York Caring Majority**, and is the leading voice for the country's 2.5 million nannies, care workers, and house cleaners, and organizes domestic workers across the United States for respect, recognition and labor standards. We work to guarantee labor protections for domestic workers by winning legislation at the local, state, and national levels and elevating domestic workers as key leaders in building a powerful movement for social and global justice. The Alliance formed in 2007 and currently represents 74 affiliate organizations and local chapters in

36 states and 17 cities.

POSITION DESCRIPTION

The New York Lead Worker Organizer will focus on growing Caring Majority Rising's membership base and developing the leadership of home care workers within the New York Caring Majority. They will lead outreach and base building work focusing in Westchester County, the Bronx, and likely Putnam and Rockland Counties, with potential to expand to other regions of the state.

The New York Lead Worker Organizer will develop new partnerships with institutions to enhance recruitment efforts, and engage existing NYCM contacts in a worker organizing program to expand our cohort of home care workers within NYCM. They will be responsible for designing and executing a membership program, and holding monthly activities like trainings, membership meetings, and political education to develop new leaders and engage them in campaigns to increase state investment in home and community-based services and secure higher standards for the direct care workforce.

The Lead Organizer will also develop and execute activities to further the goals of NYCM's campaigns and work with organizational partners to win on legislative and administrative priorities. The Lead Organizer will be directly supervised by NYCM's Senior Lead Organizer who will support them in developing this new program along with a comprehensive organizing strategy. They will also work closely with the NYCM leadership and NDWA staff.

PRIMARY RESPONSIBILITIES

- Co-create and implement an outreach plan to reach home care workers in the Bronx, Westchester, Putnam and Rockland Counties, using existing contacts to start and then build new relationships
 - At least 50% of the Organizer's time will be spent in the field conducting outreach and building community institutional relationships to generate new contacts and members
- Regularly input new contacts, field interactions, and track member participation into appropriate database
- Conduct regular follow-up communication with new direct care worker contacts
- Engage worker members in NYCM monthly meetings and other on-going campaign activities, and develop worker specific convenings if/when appropriate
- Recruit worker leaders to take on roles as district and regional leaders in the NYCM campaign structure
- Work closely with NYCM members and organizational partners on legislative and/or administrative campaigns to transform overall care delivery system and secure higher standards for the direct care workforce
- Support worker members in mobilizations in district and in Albany, and participate in Albany actions
- Identify and provide support for new worker leaders in organizational campaigns
- Identify and cultivate new partnerships with ally organizations
- Engage NYCM worker members in national NDWA campaigns and other national opportunities
- Represent NYCM in national NDWA spaces
- Additional responsibilities as needed

QUALIFICATIONS

- Minimum 4 years experience in grassroots community or labor organizing, with an emphasis on labor organizing, racial justice, immigrant rights, and/or base building

- Highly motivated individual with a passion for engaging multiracial, low wage communities and developing the leadership of domestic workers
- Strong relational skills and ability to connect, engage, and inspire community members
- Excellent interpersonal skills and ability to work with people from diverse backgrounds and cultures
- Strong and effective communicator
- Must have a valid driver's license and access to a vehicle (driving to in-person outreach and meeting locations is required)
- Experience developing and executing leadership development programs
- Experience with meeting facilitation and popular education training
- Basic computer skills: (i.e. Google Suite, Excel, PowerPoint, Zoom, database programs)
- Ability to work some evening and/or weekend hours as part of their regular schedule
- Ability to work well with a team and motivate others to take action
- Excellent time & project management skills
- Knowledge of issues affecting women of color, Black, and/or undocumented domestic workers nationally and locally

Preferred but not required:

- Fluency in Spanish
- Familiarity with the domestic worker sector- especially home care
- Familiarity with labor, racial justice, and other progressive movements in New York
- Proficiency with technology for remote communications, meetings, webinars, project management
- Experience with database management for organizing

WORKING CONDITIONS

Caring Majority Rising and Bend the Arc are committed to the full inclusion of all qualified individuals and will ensure that persons with disabilities are provided reasonable accommodations to participate in the application and interview process and to perform essential job functions. Please advise in writing of any needs at the time of application by emailing ilana@domesticemployers.org. Must be able to operate a computer, video platforms, and other office machinery throughout working hours. Must be able to identify, discern, and communicate across different platforms (chat, email, phone and video conferencing), and collect and analyze information in databases and spreadsheets. Must occasionally travel by air and ground transportation and move about to attend conferences, events, and an annual staff retreat in accordance with organizational guidelines on travel due to COVID. Any work related travel would be paid for by Caring Majority Rising.

COMPENSATION, BENEFITS, & WORK SCHEDULE

This is an exempt, full-time (40 hours a week) position. The annual salary will be \$83,200 to \$89,600, depending on years of experience. Work schedules may include evening or weekend hours based on need.

Caring Majority Rising is a project of and fiscally sponsored by Bend the Arc Jewish Action. Bend the Arc offers a comprehensive benefits package including:

- Medical, dental and vision benefits fully paid for by Bend the Arc for individual coverage and generous employer contribution of 80% toward monthly premiums for dependent and family coverage;
- Long and short term disability benefits fully paid for by Bend the Arc;
- Paid time off including:

- 15 vacation days during your first three years with an increase to 20 vacation days in your fourth year
- 12 sick days per year
- 23 paid holidays each year
- Generous Caregiving / Personal Leave of Absence policy with a Paid Leave Benefit that covers 3 weeks of paid leave for each year of employment, up to 12 paid weeks after four years on staff
 - Fully paid Sabbatical of up to 12 weeks for long-term employees;
- Adoption Assistance Program providing reimbursement of up to \$1,500 for qualified adoption expenses;
- Dependent Care Flexible Spending Account;
- Flexible Spending Account or Health Savings Account for eligible health related expenses
- Commuter Benefits;
- Employee Assistance Program;
- Life Insurance fully paid for by Bend the Arc

TO APPLY

Applications will only be accepted electronically. Please email a cover letter and resume to Ilana Berger at ilana@domesticemployers.org and write NY Lead Worker Organizer Job in the subject by January 22, 2024. Please include a daytime phone number where we can contact you. This position will remain open until filled.

Please note that applications will be reviewed on a rolling basis. We sincerely regret that we will not be able to respond to all applicants. Only those considered for the position will be contacted to interview.

Caring Majority Rising is a fiscally sponsored project of Bend the Arc Jewish Action.

Bend the Arc and Caring Majority Rising value a diverse workforce and an inclusive culture.

Bend the Arc provides equal employment opportunities to all applicants and employees without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability, veteran status, record of arrest or conviction, or any other legally protected status. Women, people of color, people with disabilities, and lesbian, gay, bisexual, transgender and gender non-conforming individuals are strongly encouraged to apply.

Research suggests that women and structurally marginalized and/or underrepresented groups of people believe they need to meet 100% of the requirements in job postings to even apply. We encourage anyone who believes they have the skills and motivation necessary to succeed here to apply for this role, even if you don't meet 100% of the qualifications, as no one applicant ever does. We look forward to hearing from you.

This job description is intended to convey information essential to understand the scope of the position. It is not intended to be an exhaustive list of skills, efforts, duties, or responsibilities associated with the position.

Women, People of Color, People with Disabilities and LGBTQ people, and people with direct personal experience with domestic work are strongly urged to apply.