

Job Opening for Membership Organizer

Are you passionate about building worker power and strengthening grassroots organizations? Railroad Workers United is seeking a dedicated and dynamic Organizer to help grow our movement. In this pivotal role, you'll connect with railroad workers across the U.S., Canada, and Mexico, bringing new members into the fold while empowering current members to take on active leadership roles in the organization.

This is a remote, 18-month contract position (20 hours per week) offering a unique opportunity to make a real impact by growing membership and increasing engagement among a vital and dedicated workforce.

Description of Railroad Workers United

Railroad Workers United (RWU) is an inter-union, cross-craft solidarity caucus that brings together railroad workers and their supporters across all crafts, carriers, and unions in North America. Our mission is to build strength and unity among rail workers while encouraging active participation within their craft unions.

We work directly with rank-and-file unionized railroad workers and welcome those yet to be organized. Additionally, RWU collaborates with labor and community organizations on issues of mutual concern.

Learn more about our mission, activities, and guiding principles at railroadworkersunited.org

Target Start Date

Preferred applicants should be able to start as soon as April 1, 2025 but no later than April 10, 2025 and plan on attending a strategy meeting and training in Chicago, April 12-13, 2025.

Desired Qualities, Qualifications, and Skills

We seek an individual experienced working within the railroad unions, labor organizing, social movements, and who shares our passion for the [RWU mission and vision](#). An ideal applicant will:

- Have experience as a labor organizer at the local, regional or national level;
- Is a highly skilled and effective communicator who is well versed in rail labor issues and the unique culture of railroading and union activism;
- Possess skills to recruit and onboard new members, particularly from among working railroaders in the U.S., Canada, and Mexico, while also empowering existing members to become more active and engaged participants;
- Is capable of devising and facilitating regularly scheduled trainings (online and in-person) to introduce new members to RWU and engage them in one or more Committees that align with their passions, interests, knowledge and skill set;

- Demonstrates a strong commitment to social justice, labor rights, and transportation justice. Advocates for an equitable transition and expansion of the rail system—freight and passenger—that enhances workers' rights and creates new employment opportunities in the railroad industry;
- Be proficient in the use of Google G Suite products, particularly Docs and Sheets and skilled in the use of various database forms (Excel, Google sheets, Airtable) to make use of existing contact lists.
- Have the ability to work remotely with a work space including a phone, computer, printer, reliable internet connection, etc.
- Maintain meticulous records and approach work in an organized and systematic way.
- Is dependable and highly motivated, able to motivate others, be a self-starter, and have the ability to work independently;
- Ability to work as part of a team, and to coordinate closely with RWU International Steering Committee, staff, and the membership.

Job Description

This is a flexible, remote, 18-month contract position offering the opportunity to work closely with RWU members and leadership to grow membership, strengthen organizing efforts, and support campaign initiatives. With varied hours and the ability to work from anywhere, the role requires strong organizational, communication, and interpersonal skills to build and sustain RWU's efforts across North America.

- Work closely with rank-and-file railroaders and current RWU members to foster growth and engagement;
- Eager to collaborate with an Organizing Committee of active railroaders, strengthening the Committee's efforts to inspire and empower every RWU member to become an organizer;
- Design and implement creative strategies and tools (e.g., stickers, flyers, online posts) to recruit new members, retain them, and integrate them into the organization's day-to-day activities;
- Map current membership, identify potential member locations, and determine optimal areas for establishing new chapters;
- Provide hands-on support to build organizational infrastructure, ensuring fledgling chapters are successfully launched and operating;;
- Collaborate with RWU Officers (General Secretary, Organizer, Treasurer, Recording Secretary, and Co-Chairs), staff, committee chairs, and the Public Rail Ownership campaign, while staying informed about and contributing to committee activities;
- Develop written content such as talking points, blogs, reports, and corporate analyses to support campaigns and communications;
- Submit monthly timeslips and reports (written) to the Treasurer and General Secretary;
- Deliver monthly reports (written/verbal) to the members assembled at the monthly Steering Committee meetings;
- Attend and participate in monthly RWU International Steering Committee (ISC) meetings, typically scheduled 7 pm to 10 pm Central Time early each month;
- Attend staff and committee meetings as needed;

- Attend the RWU Biennial Convention and the Labor Notes Conference, Chicago, June 11-16, 2026.

Contract Position

This is an 18-month contract position. At the end of this period, RWU will review the progress made and determine whether to renew the contract, subject to available funding. This position is funded through a grant, and its continuation beyond the initial term will depend on securing additional funding.

Compensation

This position is a contract position set for 20 hours per week at \$27.75/hour or \$2222/month

Candidate Application Close Date: Friday, February 14, 2025

To Apply

By **Friday, February 14, 2025** send your letter of interest, resume, and a list of 3 professional references, their affiliations, phone numbers and email addresses. Please compile these materials into **ONE (1) SINGLE SOLITARY INDIVIDUAL** .pdf file and type **"RWU Membership Organizer"** in the subject line. Email the materials to info@railroadworkersunited.org.

Resumes should include:

- Experience as a member, volunteer, staff person, and/or officer of non-profits and/or rail and/or other unions.
- Computer programs and platforms with which you are familiar.
- Relevant employment history

You may find it helpful to speak with a member of the RWU Organizing Committee:

Matt Weaver, bmweaver2624@frontier.com, 248-986-6079

Ron Kaminkow, ronkaminkow@yahoo.com, 608-358-5771

Note

Please note that the successful applicant for this position will be ineligible to hold an elected position on the RWU Steering Committee. RWU members are encouraged to apply.

RWU is an equal opportunity employer.