**AFT-Oregon Member Organizer Development Program**

Spring 2017

**Program Overview**

This Spring, AFT-Oregon will launch its second Member Organizer Development Program. The Member Organizer Development Program (MOD-P) is a partnership program between participating Locals and AFT-Oregon’s Organizing Department. This program was approved by the AFT-Oregon Executive Council as a necessary step to provide critical experiential training opportunities for Local Leaders in organizing and a means to get more members out in the field doing organizing work.

**Goals**

1. Train emerging leaders in the essential skills of organizing through classroom and field experience
2. Create a pathway for Locals to provide a part-time paid stipend to dedicate sustained energy to organizing
3. Support Locals in moving forward their strategic organizing plans

**How will it work?**

Once accepted into the program, Member Organizers will attend a series of classroom trainings and then work in coordination with their Local and AFT-Oregon to engage members 1-on-1 at worksites or in house visits. The program is 6 weeks long.

Member Organizers will be directly supervised through AFT-Oregon after working closely with Local leadership to develop an individualized field organizing plan with their Member Organizer.

Member Organizers will work in the program for 20 hours a week, either with a part-time leave or union release with their employer, or on top of a part-time job. If a leave is taken, loss wages will be repaid to the member through split funding between the Local, AFT-Oregon and AFT. If a leave is not taken, a stipend will be paid commensurate with their current salary.

There are a limited number of Member Organizer spots available, so admission to the program will be competitive, based on a Member and Local application and interview.

**Process and Timeline**

1. LOCAL APPLICATION: Submit to Julia Trist no later than April 17th
2. ANNOUNCE TO MEMBERSHIP: Locals are encouraged to announce the opportunity and solicit applications from members using the attached “Sample Email to Membership” ASAP, ideally no later than the week of April 3rd
3. TARGETED RECRUITMENT: Locals are encouraged to work with their Field Representatives and Organizers to identify and recruit emerging leaders to apply
4. APPLICATION DEADLINE: Member and Local applications are due no later than April 17th
5. INTERVIEWS: Week of April 17th
6. PRE-PROGRAM MEETINGS: Short meetings between the accepted Member Organizer, a Local leader, and AFT-Oregon Organizer to establish roles and responsibilities and to discuss Local issues and needs
7. PROGRAM: May 1st - June 9th

Questions? Contact Julia Trist: juliat@aft-oregon.org