

MEA is deeply committed to diversity and inclusion in its hiring practices. We are an affirmative action, equal opportunity employer. People of color, women, and members of other historically marginalized social identity groups are encouraged to apply.

M 21-25-26

DATE OF POSTING: February 09, 2026

TERMINATION DATE FOR APPLICATIONS: February 20, 2026

POSITION: **ESP Labor Strategist / Headquarters**

COMPENSATION/BENEFITS: Per MEA-PSA/USO Contract

STAFF RELATIONSHIP: Executive Director of CLL

EMPLOYMENT DATE: As soon as possible

SEND APPLICATION AND RESUME TO: **Human Resources Department**
Michigan Education Association
1350 Kendale Blvd., P.O. Box 2573
East Lansing, MI 48826-2573
517-337-5454 (fax)
Jobpostings@mea.org

JOB SUMMARY:

The ESP Labor Strategist plays a pivotal role in advancing collective power, improving working conditions, and strengthening the voice of Education Support Professionals across institutions. This position is responsible for developing and executing comprehensive strategies to unionize new ESP units—including paraprofessionals, support staff, custodians, bus drivers, food service workers, and other ESP roles—while also expanding membership, leadership capacity, and engagement within existing ESP locals. The strategist will lead organizing campaigns from initial assessment through recognition and first-contract readiness, support existing bargaining units with membership-building initiatives, and collaborate with the Michigan Association for ESP (or relevant board), ensuring that statewide organizing priorities align with member needs and strategic goals.

JOB RESPONSIBILITIES:

- Lead comprehensive organizing campaigns to unionize ESP employees, from initial assessment to recognition and first-contract readiness.
- Develop and execute strategies for increasing membership density and engagement within existing ESP locals.
- Build and mentor organizing committees capable of sustaining campaigns and preparing for contract negotiations.
- Organizing bargaining units where privatization has occurred.
- Assisting UniServ staff and elected leaders in evaluating local association strengths and needs for improvement.

- Serve as the primary staff liaison to the ESP Board, providing data, updates, and strategic recommendations.
- Coordinate with legal, communications, and leadership teams to ensure compliance with labor law and alignment with organizational priorities.
- Represent the organization in coalitions, conferences, and public forums related to ESP labor issues.
- Facilitate workshops and training on workers' rights, union fundamentals, and leadership skills.

JOB DUTIES:

- Lead card-signing campaigns, petition filings, MERC and NLRB election processes, ensuring campaigns are strategic, timely, and legally compliant.
- Conduct structured one-on-one conversations, site visits, and organize meetings, as well as develop site-specific training to recruit and activate potential member organizers.
- Engage member organizers in worksite and campus mapping, power analysis, and strategic assessments to identify organizing opportunities.
- Implement escalation strategies, including public actions, petitions, media engagement, and coalition support.
- Assist professional staff in supporting new units through first-contract readiness, including leadership development and bargaining team formation.
- Partner with existing ESP locals to evaluate local association strengths and design and execute membership growth plans and internal organizing campaigns.
- Coordinate targeted outreach to non-members and provide consultation on internal engagement strategies.
- In consultation with the local UniServ director, support locals in developing communication plans, membership events, and advocacy initiatives aligned with bargaining and legislative priorities.
- Provide regular reports and data on membership growth and engagement to leadership and the ESP Board.
- Collaborate with the ESP Board to develop and implement statewide organizing strategies and policy initiatives, as well as provide campaign updates, membership data, and strategic recommendations.
- Support local affiliates and member organizers' work, building and sustaining partnerships with internal and external stakeholders to strengthen campaigns and advocacy work.

Minimum Job Qualifications

- Bachelor's degree in labor studies, public policy, or a related field; **or** a combination of education, training, and professional experience in organizing experience in labor unions, grassroots organizations, or political campaigns in the last five years, or demonstrated effectiveness in retaining/growing membership levels and organizational capacity within local associations.
- Experience working directly with ESP employees (paraprofessionals, support staff, or similar roles) and understanding employment structures.
- Demonstrated effectiveness in advocacy and issue organizing.
- Ability to actively listen and frame issues.
- Strong knowledge of labor law, NLRA, PERA, NLRB, MERC procedures, and collective bargaining.

- Proven ability to develop organizing campaigns, recruit and develop leaders, and conduct training on principles of organizing.
- Fluency in written and verbal communication.
- Willingness to work long hours and participate in union-wide activities.
- Good driving record and valid driver's license.
- General computer literacy and proficiency in Microsoft Office and database skills
- Commitment to diversity, equity, and inclusion as foundational to organizing work.

PREFERRED QUALIFICATIONS

- Bachelor's Degree preferred
- Experience leading campaigns through recognition, first contract, or contract renewal
- Experience incorporating digital and social media into campaigns.
- Familiarity with both public and private-sector labor law relevant to ESP.

1/28/2026