



THE PEEL ELEMENTARY TEACHERS' LOCAL INVITES APPLICATIONS FOR APPOINTMENT TO THE POSITION OF AREA ORGANIZER

As a union, our mandate is to provide service to individual members, while also advocating for a fully funded and equitable public education system, fair compensation for members, and conditions in schools that reflect the working and learning environments that staff and students deserve. This advocacy and political action happen daily, at both the local and provincial levels.

Area Organizers will represent a new layer of member leadership within the current organizing structure of the Peel Elementary Teachers' Local. Area Organizers will work directly with Stewards and released local leaders to organize our worksites and to build power and capacity amongst our approximately 7,000 members.

The local will be looking to appoint 14 Area Organizers – one for each of the PDSB's superintendencies. The work of the Area Organizers will complement and enhance the work already being done by worksite Stewards by creating and fostering tight-knit Steward networks and working in collaboration with released local leaders. These networks will help us build power and capacity amongst Stewards and the broader PETL membership and position the local to respond to the urgent need to organize our schools to mobilize against regressive policies and cuts to education in Peel. In short, Area Organizers will be instrumental in furthering the organizing and power-building work already happening throughout our local.

This position is a two-year appointment to a non-released position within the local. Successful candidates shall be appointed by the Local Executive through an application and interview process. The term will begin July 1, 2025, and will end on June 30, 2027. There will be an honorarium of \$300 provided at the end of each school year in recognition of successful fulfillment of the role. All work done by Area Organizers must be done through an anti-oppressive and intersectional lens, centering those who have been historically harmed and marginalized.

Successful candidates shall have:

- a Certificate of Qualification to teach in Ontario and be a member in good standing of ETFO and PETL;
- at least five years' successful teaching experience;
- demonstrated involvement in the local and/or the federation;
- an understanding of the role of ETFO and PETL in advocating for publicly funded education in Ontario and Peel;

- an understanding of the power of collective action and the transformative potential of union organizing;
- an understanding of equity and anti-oppression, and how these inform the work of a union grounded in social justice;
- strong written and oral communication skills;
- proven leadership skills; and
- strong interpersonal skills.

Position duties and responsibilities will include, but will not be limited to:

- arranging and holding two Area Organizer meetings per year with assigned worksite Stewards;
- taking minutes and communicating with assigned Vice-President liaison regarding any issues that arise in Area Organizer meetings;
- participating in PETL Area Organizer leadership, organizing, and capacity-building training throughout the school year, as determined by the local President;
- sharing knowledge gained from PETL Area Organizer trainings with assigned worksite Stewards;
- with approval of and collaboration with assigned Vice-President liaison:
 - participating in bi-monthly meetings with assigned Vice-President liaison to discuss pressing school issues and strategies to increase member engagement and produce supermajority participation in worksites;
 - implementing a communication plan for assigned worksite Stewards and, when needed, sharing information from PETL with assigned worksite Stewards;
 - providing organizing and implementation support to assigned worksite Stewards for PETL campaigns, initiatives, and collective actions; and
- recognizing patterns and discussing issues occurring at assigned worksites with assigned Vice-President liaison.

Interested applicants are required to submit a letter of suitability for the position, a resume, and the names of three people who may be contacted as references and who could speak to their suitability for this union role.

Applications must be submitted to PETL Office Manager, Gail Novack, (gailn@etfopeel.com) and will be accepted until Friday, October 10, 2025, at 4:00 PM.

Only selected candidates will be notified to make interview arrangements. All applicants will receive confirmation of receipt of their application. Applicants should contact PETL Office Manager Gail Novack if they have not received confirmation of receipt by Friday, October 10, 2025, at 4:00 PM, or if they require additional information regarding this posting.

The Peel Elementary Teachers' Local encourages members of equity-seeking and equity deserving groups that have been historically marginalized or disadvantaged with respect to employment to apply to positions in the Local. Applicants are also encouraged to self-identify within their application package.