

## Rand Wilson

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### WORK EXPERIENCE

**Communications and Policy Director**, SEIU Local 888. Provide communications support for contract, organizing, and legislative campaigns. Policy analysis for union supported legislation and research to assist field reps with collective bargaining. Additional responsibilities include overseeing the Local 888 website, social media, and member communications, including union newsletters, leaflets, and direct mail. (October 2012 – Present)

**Adjunct Professor**, University of Massachusetts Amherst Labor Studies Program. Taught Masters level class, "Organizing: The challenge of uniting workers in the 21st century!" The class explored the challenges of uniting workers on the job for better wages and working conditions and the interplay between collective bargaining and contract enforcement with successful labor organizing. The class also explored how workers are organizing outside of traditional union structures. (September – December 2015)

**Organizing Director**, SEIU Local 888. Responsible for building organizing program and expanding the union's organizing capacity. Managed the organizing budget and ensured that members' resources were used effectively. Developed and implemented both long-term strategic organizing plans and annual organizing plans. Worked closely with the field, communications, research and political departments at the local and SEIU headquarters to support organizing. (October 2011 – September 2012)

**Communications Coordinator**, Center for Strategic Research, AFL-CIO. Helped coordinate communications and organizing strategy for the two unions with members at Verizon Communications. Worked on 2008 contract campaign, state and regional wireline "Stop the Sale" campaigns, organizing Verizon Business techs, and actions at annual meetings. (April 2007 – September 2011)

**Organizing Director**, IUE-CWA Local 201. Responsible for building and maintaining WAGE Committees (Workers At GE), a network of pro-union workers at not-yet-union GE plants in Northern New England. Second priority was outreach to workers at companies that are vendors to GE's Lynn River Works facility. (July 2005 – April 2007)

**Retirement Security Outreach Coordinator**, Capital Stewardship Department, AFL-CIO. Responsible for mobilizing pension fund trustees, administrators and service providers to challenge the financial services industry efforts to undermine retirement security and to participate in national retirement security campaign to defend Social security. (January 2005 – July 2005)

**National Organizer**, Jobs with Justice. Responsible for leading union-backed health care reform campaign for national workers' rights coalition. Also provided communications, training, and fundraising support for national office and local coalition affiliates. (November 2003 - January 2005)

**Communications Director**, SEIU Local 285. Managed membership communications and public relations for health care workers' union. Responsibilities include Web site administration

and "Get Active" email programs, community coalition work, special research reports and contract campaigns. (February 2001 – November 2003)

**Campaign Support Coordinator**, Service Employees International Union. Research, strategic planning, and communications for industry-wide hospital and nursing home organizing campaigns, primarily in Massachusetts. Other assignments included campaigns with nurses in Maine and public employees in Vermont. (May 1999 – January 2001)

**Communications Consultant**, Massachusetts Teachers Association. Assisted leadership with media inquiries organized state and local press conferences, authored articles for association newspaper *MTA Today*. Assigned to the association's "Ask a Teacher" campaign to promote positive education reforms and defeat destructive proposals. Also assigned to New Teacher Committee. (August 1998 - March 1999)

**Communications Coordinator**, International Brotherhood of Teamsters. Managed membership communications and public relations for International Union's Communications Department. Responsibilities have included government affairs and various industry divisions. Coordinated communications for national contract negotiations and strike at UPS. Wrote and edited industry division bulletins. (July 1995 - August 1998)

**Executive Director**, Massachusetts Jobs with Justice. Responsible for leading statewide workers' rights coalition with 38 affiliated labor and community organizations. Coordinated four major JWJ campaigns: Health Care, Solidarity, Fair Trade, and New Priorities. Supervised program staff and volunteers, media relations, manage finances, fundraising and database management. (March 1992 - June 1995)

**Coordinator**, Jobs with Justice (New England region). Organized additional media events such as legislative accountability sessions and fair trade rallies. (March 1991 - February 1992)

**Director**, Campaign for Responsible Technology. Program development and implementation of community-labor campaign to bring grass roots concerns to the attention of news media and public officials. Succeeded in winning \$10 million appropriation for research on safe manufacturing methods in the semiconductor industry. (January 1990 - July 1993)

**Coordinator**, Communications Workers of America, Telephone Workers Defense Fund. Provided public relations assistance, leadership training, campaign management for IBEW and CWA local unions on strike against NYNEX. (October 1989 - December 1989)

**Coordinator**, Transportation Workers Union Local 531, Corporate Campaign. Organized union solidarity and strike support activities to gain publicity for striking Eastern Airlines Flight Attendants. (July 1989 - October 1989)

**Organizer**, North Shore Carpenters Union Local 815. Supervised affordable housing survey, produced and edited manual, and organized statewide conference on union involvement in affordable housing. Other duties included directing Trade Union Housing Corporation of the North Shore and implementing Massachusetts OECD grant on unions and affordable housing. (September 1988 - September 1989)

**New England Coordinator**, United Paperworkers' Corporate Campaign. Organized union solidarity and strike support activities to gain publicity for paperworkers on strike against International Paper Corporation. (January 1988 - March 1989)

**Organizer**, International Ladies' Garment Workers' Union. Conducted preliminary research on structure of the printed circuit board fabrication industry in Southern New Hampshire and Northern Massachusetts. Identified major industry problems and workers' issues. Produced fact sheets and did extensive union outreach. (July 1987- January 1988)

**Consultant**, Project work on communications, contract campaigns, strikes, organizing and training for IAFF Local 789 (Nashua, NH), Laundry Workers Local 66 (Boston MA) SEIU Local 1475 (Boston MA), and GCIU Local 48B (Holyoke, MA). (July 1986 - June 1987)

**Co-Coordinator**, Integrated Circuit, National Network for a New High Tech Agenda. Responsible for organizational development, administration and outreach. Organized International High Tech Labor Tour and represented Integrated Circuit at various meetings in 13 countries. (March -July 1986)

**Organizer**, Communications Workers of America, National Organizing Department. Lead organizer on 27 union representation campaigns involving over 700 Customer Service Representatives and Clerks at AT&T Information Systems. Literature coordinator on organizing drive for over 5,000 Missouri state workers in Department of Social Services unit. Coordinated union campaign that success-fully stopped de-certification attempt in CWA Local 1366 (Salary Graded Bargaining Unit, AT&T Technologies.) Organizer on major union representation campaigns involving engineers, (AT&T Technologies-Merrimack Valley Works); state workers (New Jersey, California; and AT&T System Tech's (California). Served on AFL-CIO coordinated High Tech Organizing Committee. (October 1982 - August 1985)

## **MISCELLANEOUS**

I have written and lectured widely about contract campaigns, strikes, health care reform, and strategies to build workers' political power. A list of publications, lectures, presentations and classes that I have given is available on request.

Additional biographical information on Wikipedia: [http://en.wikipedia.org/wiki/Rand\\_Wilson](http://en.wikipedia.org/wiki/Rand_Wilson)

## **EDUCATION**

B.A. Magna Cum Laude, in Sociology, Boston University, January 1978.

## **OTHER ACTIVITIES**

President, Center for Labor Education and Research

Board Chair, ICA Group, Inc. and Local Enterprise Assistance Fund (LEAF)

Trustee, Center for the Study of Public Policy

Teacher, The Labor Guild

Member, Solidarity Committee, Massachusetts Jobs with Justice

Volunteer, Farm Aid

*References and a bibliography are available upon request.*