



2024 Committee Recommendations:
Do Pass _____ Pass as Amended _____
Do Not Pass _____ Held in Committee _____

1 **Subject:** Field Organizer Staffing and Workload Analysis

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3 **Submitted by:** Sub Local 109

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5 **WHEREAS,** our workforce is spread out geographically among many worksites,
6 including homes, many without member leaders;

7 **WHEREAS,** many member leaders in our union hold multiple positions which all
8 require volunteer time, come with additional responsibilities, and spread us thin;

9 **WHEREAS,** many current field organizers have over 75 worksites and/or represent
10 thousands of workers outside of traditional worksites in their turf;

11 **WHEREAS,** the presence of more union field organizers can strengthen the labor
12 movement, empower workers to voice their concerns, and promote solidarity among
13 employees;

14 **WHEREAS,** urgent matters and shifting priorities often take precedence over building
15 and maintaining organizing networks, strategic planning, and the advancement of equity,
16 which severely impacts workload as well as our organizational goals as a Union both
17 short and long-term;

18 **WHEREAS,** increasing the number of union field organizers can lead to improved
19 working conditions, fairer wages, and greater job security for workers across the state;

20 **WHEREAS,** increasing the number of union field organizers can improve organizing,
21 equity, and anti-racism work in homes, care centers, offices, and the field;

22 **WHEREAS,** increasing the number of union field organizers would allow us to move
23 more worksite actions and build towards a perpetually strike-ready union,
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25 **THEREFORE, BE IT RESOLVED** that this governing body supports a workload
26 analysis of all field organizer positions, including meaningful input from all field
27 organizers, and implementing improvements based on the analysis, including but not
28 limited to additional FTEs (full-time equivalent staff), organizing and equity training,
29 strategic planning, and systems restructuring to advance the interests and well-being of
30 our members.

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32 **BE IT FURTHER RESOLVED** that this analysis shall be shared in its entirety as a
33 report, which shall be presented to the Board of Directors before implementation of
34 changes, with Leadership of the SEIU 503 staff union, PERU, in attendance to provide
35 their perspectives to the Board, ensuring transparency and opportunity for the Board to
36 fully understand the situation so they might confidently make any final decisions on
37 matters within their purview, such as directing the organization to increase FTEs.

IMPACT STATEMENTS

Financial: The work to create the report could be worked into current program and there would be no impact this fiscal year; recommendations for future years may have fiscal impact but are unknown until the report is done.

Equity: The members of the equity impact committee believe that this resolution would have a potentially positive equity impact and could help strengthen our organizing efforts, promote equitable representation, and create new pathways for leadership.

Legal: No impact

Political: No impact