



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

1 **Subject:** Legal Department Staffing and Workload Analysis

2 **Authored by:** Andrea Kennedy-Smith

3 **Submitted by:** Board of Directors

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5 **WHEREAS**, the SEIU Local 503, OPEU Legal Department represents the largest union
6 in the state and needs to be sufficiently staffed with attorneys and paralegals.

7 **WHEREAS**, union stewards and union officers need to be informed of precedence
8 setting cases.

9 **WHEREAS**, union stewards and union officers need to be informed of unfair labor
10 practice filings and outcomes.

11 **WHEREAS**, union stewards and union officers need to be informed of Employee
12 Relations Board rulings that impact union members.

13 **WHEREAS**, Legal Department staff are assigned workloads related to union operations
14 and governance in addition to member representation and legal support for members and
15 stewards

16 **WHEREAS**, our current Legal Department staff do not have the capacity to create and
17 implement an ongoing communication process.

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19 **BE IT RESOLVED** that SEIU Local 503, OPEU shall support a workload analysis of
20 attorney and paralegal positions as well as other relevant positions for support of the legal
21 department including input from current department staff, other adjacent departments
22 which require legal assistance (e.g. Bargaining Organizer Team, Contract Enforcement
23 Team) and a range of stewards across all bargaining unit and implementing
24 improvements based on the analysis, including but not limited to additional FTEs (full-
25 time equivalent staff) and systems restructuring to better support members and stewards.
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27 **BE IT FURTHER RESOLVED** that this analysis shall be shared in its entirety as a
28 report, which shall be presented to the Board of Directors before implementation of
29 changes, with Leadership of the SEIU 503 staff union, PERU, in attendance to provide
30 their perspectives to the Board, ensuring transparency and opportunity for the Board to
31 fully understand the situation so they might confidently make any final decisions on
32 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: This resolution may result in more resources and staff for the Legal Department, which is likely to improve capacity for member representation and other legal activities of the Union.

Political: No impact