

## TITLE: Trade Union Staff Health and Well-Being: A Mixed Methods Study

### ABSTRACT:

Trade union staff have notorious long work hours and high-stakes outcomes. They focus on elevating the well-being of workers, but their own wellbeing is often overlooked. The unlimited number of work hours, and the sensitive nature of organizing trade union members, can lead to negative health outcomes for trade union staff, particularly affecting sleep, body weight management, substance misuse and mental health. However, specific research is lacking to characterize the work organization experienced by union staff members and its long-term impacts on their overall health, safety, and well-being. This study aims to address that gap. We will use a mixed-methods approach to gather both quantitative and qualitative data about the nature of trade union staff work organization and how trade union staff perceive the impact of their work on their well-being. Specific data items will cover length of time on the job, number of hours worked, working conditions, current health and well-being, and the motivation to engage in union work. A comparison between trade union staff who are represented by staff unions and those who are not will examine potential differences in work environments and health status. Anticipated outcomes of this study include understanding the health risks related to union organizer work and informing future research on addressing the identified problems. This study will likely inform inquiry into the impacts of all types of organizing work, as the extended work hours and high stakes outcomes also apply to those who engage in social justice organizing through political, community and non-profit organizations.