This study aims to explore how organizational strategies of a labor union affect job crafting of home care workers, who are underpaid and overwhelmingly women of color. Job Crafting refers to the process of workers proactively crafting their job designs by changing task, relational, and cognitive boundaries. This study conducted in-depth interviews with six female home care workers who are members of the 1199 SEIU labor union in NYC. 1199 has provided their members with educational/leadership training and scholarship, advocacy and bargaining activities, relationship building opportunities, mental health counselling, and health care insurance. This study found that job training and educational programs promoted task and cognitive crafting. They applied what they learned from training to their tasks and extended their tasks in order to better satisfy their clients’ needs. In addition, they began to think of themselves as a professional and developed aspirational career plans. Leadership training encouraged them to pursue a higher level of involvement in 1199 and to voluntarily take more tasks like being a delegate and inspiring other members to be more involved in 1199. Through this process, they began to consider themselves as an agent who brings changes into their work environment. Relationship building opportunity and advocacy activities promoted interviewees’ relational and cognitive crafting. By participating in diverse meetings arranged by 1199, they began to value other members of 1199 like a family and to engage in mutual help and advocacy activities. This led cognitive crafting in that they began to believe that they have power because they are protected by 1199 and can change policies and work environments by working together. These results imply that labor union's support can be important for precarious workers who lack individual resources and power to develop job crafting, which proactively change their work environment and meaning of their job.