



NAPE/AFSCME

2023-2025 Strategic Plan

When we increase the capacity of our union to effect change through member organizing, collective bargaining, political involvement, and responsive leadership, then our members will be better prepared to advocate for and meet the needs of the citizens of Nebraska who we serve.

GOALS	OUTCOMES
<p><u>Contracts & Enforcement</u> NAPE will advance the economic stability and well-being of our members, and we will secure our contractual and legal rights.</p>	<ol style="list-style-type: none"> 1. We will increase participation in our bargaining process through member engagement. 2. We will give members a voice in their agency rules and working conditions. 3. We will have meaningful victories in the areas of wages, leave, and benefits. 4. We will continue to represent our members vigorously in contractual disputes.
<p><u>Organizing</u> NAPE will have an increased presence among members and potential members in order to grow and strengthen our union.</p>	<ol style="list-style-type: none"> 1. We will conduct worksite visits and other informal meetings to engage with potential members throughout the state. 2. We will make contact with each new employee within their first month of service. 3. We will hold meetings at various times and places to reach all members and potential members (especially those in 24 hour facilities) 4. We will work towards the goal of having one steward at every worksite.
<p><u>Communication</u> NAPE will communicate in ways that ensure our messages are heard.</p>	<ol style="list-style-type: none"> 1. We will tell our stories to all who need to hear them. 2. We will work to obtain personal e-mail addresses and phone numbers of all members and potential members. 3. We will use digital media and paper mailings where necessary to reach our members. 4. We will use social media and our website to communicate with members and the public.
<p><u>Legislative & Political Action</u> NAPE will promote a political environment that promotes and protects the quality of services provided to the citizens of Nebraska.</p>	<ol style="list-style-type: none"> 1. We will educate members on why they must be politically active. 2. We will work with senators to introduce legislation that advances our goals. 3. We will build relationships with all political parties and educate politicians on the importance of unions. 4. We will involve members in the candidate endorsement process.

Adopted August 27, 2023 by the 26th Biennial Delegate Assembly