



NAPE / AFSCME LOCAL 61 2025 - 2027 STRATEGIC PLAN

BUILD WORKER POWER

NAPE's primary focus is on organizing workers to grow and strengthen our union. Without a primary focus on organizing, the rest of our goals cannot be met.

1. Our union will maintain a presence at worksites across the state through member engagement, visits, and other informal meetings to engage current and potential members.
2. Continue our emphasis on New Employee Outreach to ensure each new employee is asked to join our union when they are hired and continue to engage them through campaigns and worker actions until they become an active member.
3. Provide information about the value of being a union member to encourage member growth and solidarity.



STRONG CONTRACTS BY AND FOR OUR MEMBERS

NAPE will maintain its strong position at the bargaining table to ensure our members have the strongest voice in contract negotiations and contract enforcement.

1. Fighting for higher wages and better benefits will always be our number one priority at the bargaining table.
2. We vigorously defend our members' contractual and legal rights.
3. We ensure safe working conditions for all.
4. We will work to ensure proper training and workforce development are provided to our members.



GROW MEMBER LEADERS

NAPE will focus on providing opportunities for its members to grow as leaders to serve our union and their fellow members.

1. Educating all members on their contractual and legal rights is the foundation on which union leadership is built.
2. All members will have training and mentoring opportunities across the state each year.
3. We will add additional stewards and grow steward abilities to serve our members at their worksites.



COMMUNICATING AND ENGAGING WITH STATE EMPLOYEES AND OUR COMMUNITIES

NAPE will communicate with stakeholders to advance our goals and priorities.

1. NAPE will communicate through channels that ensure our messages are heard.
2. NAPE will ensure members are continuously informed on our issues, achievements, and activities.
3. NAPE will engage with all community members who are ready to support and advance our goals.



LEGISLATIVE AND POLITICAL ACTION

NAPE will work to advance a legislative and political environment that supports workers rights and the quality of services we provide to our neighbors who we serve.

1. Educate members on why we must be politically active.
2. Advance our legislative platform.
3. We will be involved in state-wide elections to ensure we have representatives who will amplify our voices.

