



# PROVINCIAL EXECUTIVE STRATEGIC PLAN 2017-2019



## MOBILIZATION: Bargaining for Success

GOALS	STRATEGY	PROGRESS/TIMELINES
<b>Member Engagement</b>		
<p><b>1</b></p> <p>To support Local and Chapter efforts to engage their membership</p>	<p>PE members talk to their Local Councils about the importance of member mobilization and to ensure the Local is aware of AUPE resources and support available</p>	<p>Ongoing at future Local Council meetings</p>
<p><b>2</b></p> <p>Increase member direct action on issues that affect them</p>	<p>All elected officers need to encourage and inspire members to stand up and take appropriate action when necessary and engage in the union's strategies</p>	<p>Proven to be successful in the past – ongoing when serious issues arise</p>
<p><b>3</b></p> <p>Increase promotion and utilization of Area Council structure and events</p>	<p>Elected Officers to promote Area Councils at Local Chapter meetings and worksites</p>	<p>There are still a number of inactive Area Councils, but increased involvement in others. This is an ongoing strategy</p>
<p><b>4</b></p> <p>Increase the number of members signing membership cards</p>	<p>Focus electronic grey card project on areas/sites with high percentage of unsigned members</p> <p>Other worksites may be considered, upon request to Manager of Organizing</p>	<p>6 sites have participated with 200 member records updated. Ongoing</p> <p>Assessing requests - ongoing</p>
<p><b>5</b></p> <p>Recognize and celebrate our history on the CSAA/AUPE Centenary in 2019</p>	<p>Undertake research to produce written materials, video pieces and commemorative items</p>	<p>Utilize 2017 as a centenary preparation year</p>

**GOALS****STRATEGY****PROGRESS/TIMELINES****Education****6**

Educate our members on their rights and responsibilities under the new Right to Strike legislation

ESA presentations at Local Councils

Present/ongoing, by request to President

**7**

Increase understanding of the negotiations process within our bargaining committees

Develop/deliver ad hoc Bargaining Orientation course

Course is now available to bargaining committees upon request to their assigned negotiator

**8**

Increase member orientation and outreach

Local Chairs, Stewards and VPs to distribute orientation books at meetings, AGMs and worksites

Present/ongoing

**9**

Following the assessment conducted by the Education Department, develop enhancements to ensure the core educational needs of the members are being met, with a focus on building our members capacity for action

Develop/deliver online registration system, including identifying learning paths

Phase one (core courses) complete, phase two (conferences) begins in January, phase three (Labour School) begins late 2017

Develop/deliver online version of Intro to the Union and two new physical core courses: Intro to the Union and Intro to Politics

Available now, ongoing evaluation

Double up and/or combine courses to decrease wait times and cancellations

Present/ongoing

**10**

Increase the capacity for higher learning at Labour School

Develop/deliver prerequisite courses for Labour School participation

Registration for Labour School 2018 will require previous attendance at Intro to Your Union, Intro to Politics and Intro to Labour History (except for the Advance Steward Training and Advanced OHS courses)

**11**

Coordinate standing committee conferences and events to focus on the targeted priorities of the union

Hold combined conferences and events that recognize individual committee mandates while focusing on the overall goals of the unions strategic plan

Conference applications received by September 2017, subject to approval as per policy; combined conference held June 2018 – Events ongoing

**12**

Increase capacity to educate members on their worksites

Deliver pilot project to offer lunch-and-learns at targeted worksites. Submit requests for lunch-and-learns to Manager of Education

Pilot of two Organizer-Educators in the South, will be assessed on an ongoing basis

## Communication

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Informal worksite meetings with Executive Committee members



Worksites are encouraged to schedule worksite meetings with Executive Committee members



Ongoing as determined by Chapters and worksite officers

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To coordinate the AUPE website/app, creation/maintenance of local websites and HQ/local social media platforms and to develop and support strategies that support two-way online interaction and mobilization



To assess and determine the feasibility of a new integrated approach to create and support increased online member resources



To be established and implemented by Fall 2017

15

To ensure the most useful and applicable information is shared effectively to and from PE members



For PE members to determine the key messages to be delivered to Local Councils



In preparation for each Local Council meeting, talking points on key messages will be developed and provided to PE members, for dissemination to Locals and Chapters

16

To ensure the work of the Standing Committees is aligned with overall goals of AUPE



Chairs of Standing Committees to meet on a regular basis



To commence Spring 2017, and ongoing

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Break down barriers to solidarity



Provide basic union information in multiple languages, in hard copy and on website



Hard copies of "Did You Know" available in mailroom. Online version Fall 2017

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Increasing community outreach



Schedule appearances at various events. Eg. trade shows, open houses, careers days



Opportunities currently being developed for future implementation

# GOVERNANCE: Strengthening the Organization

## GOALS

## STRATEGY

## PROGRESS/TIMELINES

### Training

<p><b>1</b></p> <p>Training and clarification of role expectations for all elected officers and Union Stewards</p>	<p>Update Table Officers Handbook and Component Officers Resource Kit</p> <p>Training for Chapter and Local Chairs and Vice Chairs</p> <p>Provincial Executive</p> <p>Local Secretaries and Treasurers</p> <p>Union Stewards</p>	<p>Comparing and harmonizing Component Officer procedures and practices. December 2016 - Ongoing</p> <p>Biannual core training scheduled for June 2017, and ongoing for newly organized chapters</p> <p>Ongoing enhanced skills training</p> <p>Annual core training scheduled for June 2017, and ongoing for newly organized chapters</p> <p>Annual training in Fall 2017</p>
<p><b>2</b></p> <p>Successfully intergrate skills learned in governance training</p>	<p>Apply skills at component meetings</p>	<p>More effective components on an ongoing basis</p>
<p><b>3</b></p> <p>Utilize the skills learned at the Conflict Mediation course completed by Local Chairs December 2016</p>	<p>Identify and resolve conflicts within components</p>	<p>As conflict arises, ongoing successful resolution of conflict at component level</p>
<p><b>4</b></p> <p>To ensure that AUPE's governance structure and practice meets the needs of the organization</p>	<p>The task force will review and assess governance issues as they arise, make recommendations to PE</p>	<p>Ongoing - reports and recommendations to PE</p>
<p><b>5</b></p> <p>To ensure Locals are aware of their structural challenges, and be able to make recommendations for changes</p>	<p>The Executive Committee will inform Locals as to how they can recommend changes to their Local Structure, through the Constitution</p>	<p>Ongoing</p>
<p><b>6</b></p> <p>To ensure Locals are closely connected with the Executive Committee and PE</p>	<p>Executive Committee to meet with Local Executives</p> <p>PE members report on behalf of their Local directly to PE</p>	<p>Ongoing - Some Locals have yet to schedule</p> <p>Ongoing - Some Locals have yet to report</p>

### Infrastructure

<p><b>7</b></p> <p>To ensure appropriate infrastructure, building space is secured to meet the needs of AUPE in the future</p>	<p>Research appropriate options for expanded infrastructure needs</p>	<p>Ongoing and report back to PE, Executive Committee and Finance Committee as opportunities arise</p>
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