

## HPAE Convention 2016 Resolution #2

### Building Member Engagement

**WHEREAS**, Our union rights give us an effective voice in our workplaces and communities, and the right to speak up and bargain collectively for safe work, fairness and opportunity for all; and

**WHEREAS**, Membership involvement and activity is crucial to creating a strong, democratic union which has an effective voice; and

**WHEREAS**, Deliberate and well-orchestrated attacks by corporate CEOs and wealthy special interests manipulate the economic rules in their favor, making it even harder for working people to come together, speak up, and get ahead; and

**WHEREAS**, Anti-labor politicians, allied with the corporate elite, are attempting through judicial and legislative strategies to weaken unions and limit our right to advocate for our member and the community; and

**WHEREAS**, These attacks threaten our workplace rights and our ability to have a say about our working conditions and the safety of healthcare and public services.

Therefore be it

**RESOLVED**, that each local continue to pursue the following member engagement goals approved the State Executive Council in January 2016: 1) increase our number of activists to 10%; 2) increase the number of members who engage in any union activity to 70%; 3) reach out and speak to 100% of our members each year; and 4) reach out and encourage all the agency fee payers we represent to stand with us by joining our union; and

**RESOLVED**, that the State Executive Council will work with an HPAE staff coordinator to oversee the plan's implementation. The coordinator will serve as HPAE's representative on the AFT Affiliate Engagement Coordinator Network. The coordinator will facilitate a network of HPAE local coordinators, monitor and track the progress of the plan, and report to the State Executive Council and the AFT; and

**RESOLVED**, that HPAE will provide the resources necessary for local unions to accomplish the plan, including: staff support; improved communication tools (e.g. our new website); and updated and revised education/training materials; and

**RESOLVED**, that HPAE Local Executive Boards will incorporate the goals and provisions of this member engagement resolution into their respective work plans for 2016, utilizing key issues to foster member engagement; and

**RESOLVED**, that each local will "track" membership involvement in local activities, and assign a local coordinator, who will work with the existing leaders and activists to determine benchmarks and implement the plan, and report to the LEB and the statewide engagement coordinator.

Submitted by HPAE Local 5094