

Highlights of HPAE's Strategic Plan for 2017-2018

Our Key Challenges:

- The corporatization of healthcare and its impact on workers' and patients rights, insurance costs and access to quality healthcare.
- Attacks on our collective bargaining rights.
- Weak laws and regulations that fail to provide safe staffing and safe conditions for healthcare workers and patients.

Our Goals:

- Strengthen our contract standards, expand our coordinated bargaining with merged hospitals systems, and engage our members in contract campaigns.
- Develop organizing strategies to expand our union and our ability to win strong workplace standards for all healthcare workers.
- Fight for laws and regulations that provide for strong government oversight, renewed enforcement of standards, and stronger staffing standards and patient safety protections.
- Form alliances with community and faith-based organizations to provide remedies to rising costs and limited choice for care experienced by our members and consumers.
- Support candidates who stand up for our democratic and workplace rights.
- Build leadership capacity among our members with education, training and mobilization efforts.

Our Plan for 2017-2018 Includes the Following Specific Objectives:

- Engage 70% of HPAE members each year in one or more union activities.
- "Bargain for the common good" on issues affecting both our members and our communities, including surprise medical bills and insurance plans with less choice and higher costs.
- Organize workers in non-union hospitals within large health systems in New Jersey, particularly those where we already represent members.
- Launch a new member data system which accurately tracks membership involvement and improves communications with members
- Continue our advocacy for high standards and strong oversight of hospital mergers, using our website "*Merger Monitor*" as a key resource.
- Work with the national AFT on state and federal policies for putting patients ahead of corporate profits and protecting communities and workers in hospital mergers.
- Participate in coalitions with our labor and community partners to address income inequality, the corporatization of health care, medical debt, and the attacks on public service workers.
- Increase membership involvement in our COPE campaigns, lobbying efforts, labor walks and electoral activities.
- Assist locals to implement HPAE "best practice" standards for running our local unions.
- Provide training on the most effective methods to recruit union activists and to mentor leaders.
- Revise our mission statement and governance structure to reflect our key challenges, as well as our opportunities and goals.