

## New Employee Engagement - Essential for Our Future

1 **WHEREAS:**

2 Our union's power to be a positive force in the lives of our members and workers across Oregon  
3 is directly proportional to our union's density and level of member engagement; and

4 **WHEREAS:**

5 Starting a new job can be both exciting and overwhelming. A warm welcome from a union  
6 member leader can help provide the new employee with a sense of belonging and security in  
7 knowing that they have a person to go to as a resource; and

8 **WHEREAS:**

9 We know that face-to-face, worker-to-worker communication is always strongest in developing a  
10 real working relationship and connection to our union:

11 **WHEREAS:**

12 Most locals across AFSCME Council 75 have already established New Employee Orientation  
13 programs that ensure an initial contact with the new employee, and our union seeks to build on  
14 that success; and

15 **WHEREAS:**

16 We value the connectedness members have to our union and know that it comes from  
17 establishing real working relationships with members and checking in with new members on a  
18 regular basis to ensure that they feel supported; and

19 **WHEREAS:**

20 Members have many ways to engage in our union and shape their workplace and community  
21 such as trainings, workshops, summits and conventions, running for union officer positions,  
22 advocating for better working conditions at the bargaining table, supporting laws and policies at  
23 the city and state level, becoming a steward or participating in union actions; and

24 **THEREFORE BE IT RESOLVED:**

25 That Oregon AFSCME Council 75 will implement New Employee Engagement, or NEE,  
26 programs to build our strength through a series of conversations and meetings with new  
27 workers through their initial period of employment with a goal of creating personal and  
28 meaningful connections between our union and new workers; and

29

30 **BE IT FURTHER RESOLVED:**

31 That Oregon AFSCME Council 75 will continue to provide regional trainings on the NEE  
32 program and maintain online resources and materials to ensure that union activists and  
33 member leaders have the needed resources to run a successful local program; and

34 **BE IT FURTHER RESOLVED:**

35 That local unions will commit to having union activists and member leaders conduct one-on-one  
36 conversations in the workplace with new workers on an ongoing basis; and

37 **BE IT FINALLY RESOLVED:**

38 That Oregon AFSCME Council 75 will seek collective bargaining language and appropriate  
39 public policy mandating union access to new employee orientations, time for individual meetings  
40 with new employees, and regularly updated lists of all employees and new hires.

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42 Submitted by Oregon AFSCME Council 75 Executive Committee