

Vision

Economic and social justice for all Oregon workers and their families.

Mission

Empower and unite workers to create change in their workplaces and communities.

Position

Oregon AFSCME empowers workers across Oregon by:

- Supporting workers to organize and affect change in their workplace and community.
- Actively becoming an anti-racist organization that is inclusive of all workers.
- Negotiating and enforcing strong contracts with fair wages, benefits, representation, and safety in the workplace.
- Engaging and training new leaders and providing resources and support to advocate for workers and their families.
- Creating political power to support workers from their local town hall to the state legislature.

Values

- **Member Led:** we are a member-led organization.
- **Inclusive:** our union welcomes all and strives to provide a safe space for everyone.
- **Solidarity:** we are stronger together.
- **Fairness:** we fight for fairness in and outside of the workplace.
- **Empowerment:** we empower workers to advocate for themselves and each other.

Reputation

- Our union is a strong and effective advocate for workers across Oregon.
- We are well respected for bringing new and innovative solutions to solving problems in our workplace and our communities.
- Our union is inclusive, transparent, and accessible to our members.

Imperatives

Member Focused from Day One - *Embrace and incorporated in everything we do. All members have a sense of belonging in their union and know how to get the most of member engagement.*

Objectives

- Engage with all new employees within 30 days.
- Engage % of membership in Council Caucuses
- All staff Board members participate in racial justice series
- Maintain membership over 80%

Initiatives

- Launch new employee engagement program.
- Foster a sense of member belonging through council committee, affinity groups, and caucus structures.
- Reimagine worksite communications.

Build Member Power - *When members lead, magic happens. We will recommit our efforts to focusing on member organizing, education and action.*

- Grow union by 5% with new organizing campaigns.
- Engage 5% of members in leadership development training.
- Engage 10% of members to take action.

- Expand leadership development program.
- Innovate the ways we negotiate and enforce strong contracts.
- Build density in recently organized industries.
- Expand AFSCME Emerging Leaders Program

Grow and Build Power to lift Up All Workers Statewide - *Our work happens in the worksite and in our communities. With a diverse membership we use our shared values to help guide that work.*

- Increase member political engagement by 5%.
- Increase PAC contributors by 10%.
- Expand our childcare program by 20%

- Draw connections between our members' work and legislative process.
- Leverage our political advocacy to fight for an equitable tax system and move towards fully funded public services.
- Create small donor PAC to provide more opportunities for members to engage in local politics.
- Grow and expand childcare to enhance union childcare options to union members around the state.