

AFSCME Local 2620

Building a Strong Local in 2007

AFSCME Local 2620, the Health and Social Service Professionals employed by the State of California work in facilities and worksites throughout the state. We are a diverse group representing professionals in nine (9) major classifications and a number of smaller classification groups, all of which have unique and individual concerns.

In order to effectively serve all of those we represent, local 2620 has developed a Strategic Plan to improve and strengthen our services in four major areas; organization, representation, communication, and political action.

Our plan is simple, basic, and member focused. The plan will serve as our roadmap for the coming year, and will give us a foundation on which to build for the years ahead.

Organization

Goal: To grow our union in both in member numbers and in member involvement. We will fully utilize all levels of our union to reach out to those we represent. We will bring the union presence directly to the worksite of every person represented by AFSCME Local 2620

Objective: Develop a MAT (Member Action Team) structure in all worksites employing AFSCME Local 2620 members.

- Executive Board will identify the worksite locations of all constituent members they represent
- MAT leaders will be developed at all worksites using the 1:10 ratio of team leaders to members.
- Executive Board members will maintain direct contact and communication with all MAT teams they represent.
- Executive Board members will bring the issues and concerns of the MAT teams to the Executive Board.

Objective: Increase membership to 80%

- AFSCME Local 2620 will conduct a membership drive in 2007 seeking a total member number reflective of 80% of those represented.
- AFSCME Local 2620 will assist worksite stewards and representatives by providing them with current lists of members and non-members of Local 2620.
- AFSCME Local 2620 stewards and representatives will conduct face to face meetings with non-members.

Representation

Goal: We will build our infrastructure by developing a sound steward network, ensuring our stewards are provided opportunities to advance their skill levels and to mentor new stewards. We will seek the voice of our members and we will carry their concerns to management for resolution. We will ensure grievances are filed when our contract is violated.

Objective: Increase number of site stewards

- AFSCME Local 2620 will seek new stewards at each worksite where local 2620 members are employed

Objective: Train and maintain a strong network of site stewards, capable or representing members effectively.

- AFSCME Local 2620 will provide ongoing stewards trainings throughout the year at general locations and at specific sites as requested and needed.

Objective: Develop a steward's support network

- Executive Board will work collaboratively to develop a network of stewards within each of the constituent groups, interfacing with the MAT structure.
- AFSCME Local 2620 will develop a Stewards Newsletter to include information about grievance's and representational issues

Communication

Goal: AFSCME Local 2620 will provide represented employees with timely and pertinent information about current issues within the departments and within the various disciplines. We will organize our communication to be informative and educational.

Objective: Utilize the current AFSCME Local 2620 communication tools more effectively

- AFSCME Local 2620 will improve the website to be user friendly
- Executive Board members will submit information pertinent to their constituent groups to be posted on the website.
- AFSCME Local 2620 will distribute a Union Newsletter at least quarterly.
- AFSCME Local 2620 will develop a communication committee, consisting of one or more people charged with the responsibility of the website, the 800 line, the newsletter, the eblast's and the mailed bulletins.

Political Action

Goal: To educate AFSCME Local 2620 members in the legislative process, and to facilitate member involvement in all levels of legislative advocacy. To develop the resources necessary to meet the legislative goals of AFSCME Local 2620. To participate in the election of union friendly candidates in all levels of government.

Objective: Develop a group of political activists to carry out the legislative work of the local.

- AFSCME Local 2620 will offer union sponsored grassroots legislative advocacy training.
- AFSCME Local 2620 will invite participation in the Government Affairs Committee of the local.
- AFSCME Local 2620 will offer union sponsored Lobby Days, to continue the legislative training and provide opportunities for hands on lobbying.
- AFSCME Local 2620 will support members who wish to advocate for union sponsored issues.

Objective: Carry out the political agenda for AFSCME Local 2620 for 2007

- The Government Affairs Committee of AFSCME Local 2620 will work collaboratively with the local's lobbyist and with the AFSCME International lobbyist, to develop a strategic plan to address the local's political agenda, and will make this information available on the website.
- AFSCME Local 2620 will identify and address pertinent pieces of legislation affecting local 2620 members, and will make this information available on the website.
- Executive Board members will seek the views and opinions of the affected local 2620 members when addressing legislative issues.

Objective: Develop a Political Action Fund through member donations

- AFSCME Local 2620 will conduct a Political Action Fund drive to develop the resources to support the political work of the local.
- AFSCME Local 2620 will ensure Political Action Funds are used according to the laws pertaining to political action accounts
- AFSCME Local 2620 will report regularly to the membership about the use of all political action funds.

Objective: Identify and develop candidates who understand and will promote union ideals.

- AFSCME Local 2620 Government Affairs Committee will work collaboratively and cooperatively with the local's lobbyist and with the AFSCME International lobbyist to interview prospective candidates at all levels of government.
- AFSCME Local 2620 will support candidates who support union ideals.