



STRATEGIC PLAN  
2022-27  
IMPLEMENTATION



WHO WE ARE

# Mission



Public-sector workers  
building better workplaces  
and supporting strong,  
diverse communities.



# Vision



Workplaces are fair when someone who sees something of concern can speak up to create change. Our members are experts in their fields; acting upon their expertise leads to a better Minnesota. We are building power with organized people resources, and ideas.



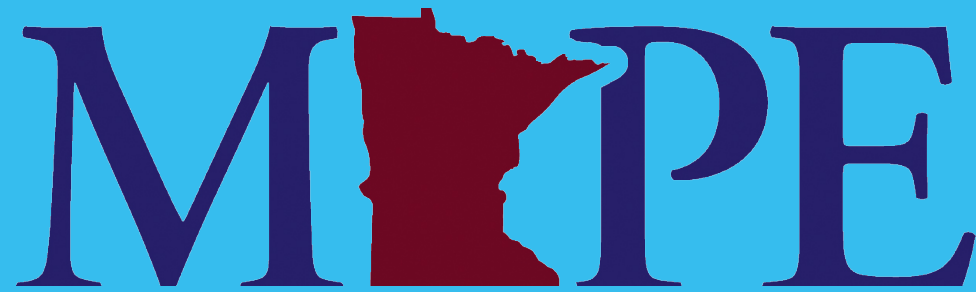
# Values

MAPE members strive to provide workers with the resources and tools to exercise their voice, to cultivate positive change for the collective good.

Together, we value:

- Democracy with transparency and accountability
- Diversity, equity, accessibility, and inclusion
- Solidarity



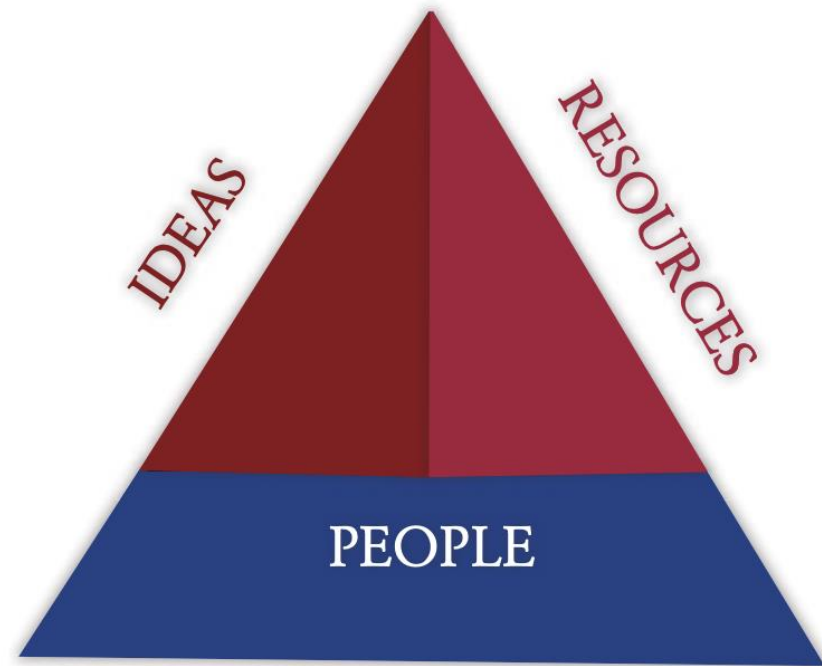


BUILDING POWER

# Building blocks

**Our power comes from  
three places:**

Our People  
Our Resources  
Our Ideas



# Organized people

## How to improve:

- De-silo our work
- Train members
- Connect with members teleworking
- Engage large numbers of members in our negotiations work

**STRONGER  
TOGETHER**

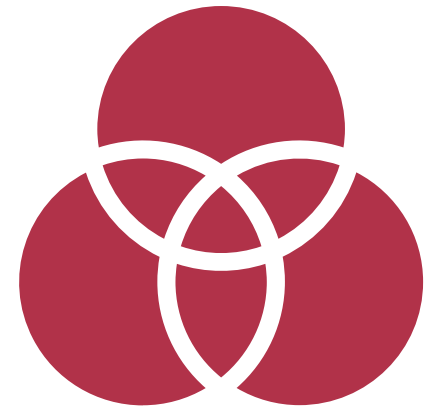




# Organized resources

## How to improve:

- Support for meet and confers and stewards
- Focus our political work
- Modernize our member data
- Equitable dues structure
- Strike preparation and crisis fund
- Communications and social media

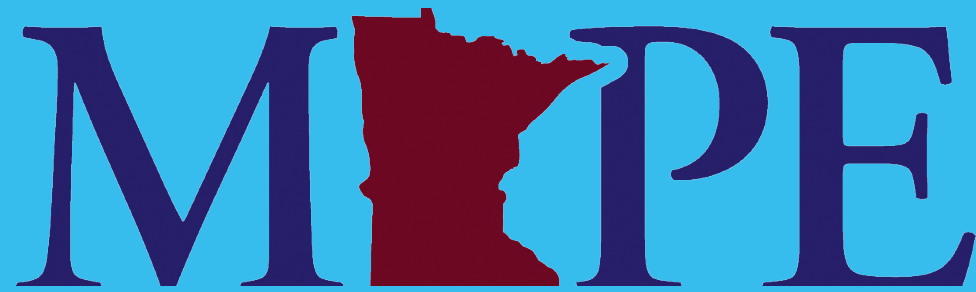


# Organized ideas

## How to improve:

- Keep members first
- Equity is at the center of our work
- More fair contract





FOCUSING OUR  
EFFORTS

# BOD and staff plans



## **Staff planning**

- Two staff retreats during the summer
- BOD and staff continue collaboration on projects.
- 2-year and 4-year cycle calendar

## **Governance committee**

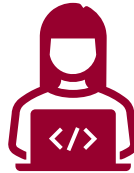
- Develop position descriptions for leadership roles
- Clarify roles between the Board and staff leadership.



# Tech and data modernization



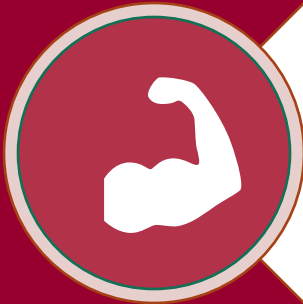
Operations and Executive assistant leading the staff systems updates.



Negotiations will obtain data through data requests or bargain better systems for data requests



Create more entry points for members into the union.



Strengthen our processes for entry into the union.



Shift our mentality to one of each member having a place in the union.



# Leadership development



Continue steward retreat



Trainings will be revisited  
and revised

## **Inside our union**

- Formalize role of the Equity, Diversity and Inclusion Committee
- Develop and fund an ongoing equity diversity and inclusion training effort for our union's leadership.

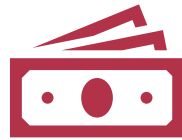
## **In state employment**

- Demand all agencies implements diversity, equity, and inclusion committee.





# Financial power

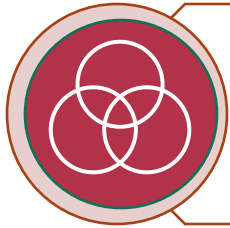


Create a proposal for an equitable dues structure



Develop and execute a plan to educate members about the dues proposal.

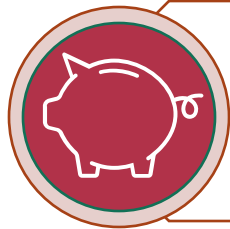
# Elections and legislative work



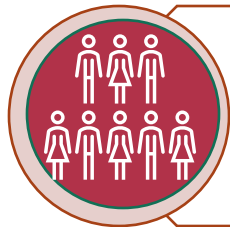
Political Council, Political Fund and PAC will continue to coordinate.



Continue to target geographic areas for legislative and electoral development.



Political fund will continue their withhold and reinvest strategy.



Staff will engage new members and leaders in the Political work.



# Negotiations



Continually organize, engage and mobilize the contract action team.



The state works because  
we do!

*Solidarity*