

2024 - 2026 Provincial Executive Strategic Plan



Guiding Statement

AUPE is committed to ensuring members are supported as they focus on mobilizing and building solidarity to be successful in negotiations commencing in 2024.

Strategies	Tactics	Tactic Development Process	Measurable Outcomes
To co-ordinate actions of different bargaining units and worksites to build cross-union action and solidarity.	Ensure that multi bargaining unit/Local worksites are connected and working with each other through worksite elected officers, union stewards, worksite contacts, and rank and file members.	HQ Operations develop worksite lists of elected officers and activists from the various bargaining units/Locals within each worksite. Support the worksite leaders and activists to connect with each other.	Increased worksite awareness, activity and specific actions to support bargaining.
To share information between bargaining units/Locals and negotiating teams within a sector to support and co-ordinate common demands at the bargaining table.	Hold sector wide update sessions (conferences) at strategic points in bargaining.	HQ Operations organize sector wide update sessions (conferences) when deemed necessary/appropriate by negotiating teams and negotiators.	No negotiating teams settle without the knowledge and understanding (and preferably the support) of the other negotiating teams in the sector.

Strategies	Tactics	Tactic Development Process	Measurable Outcomes
<p>To share information between bargaining units/Locals and negotiating teams between sectors to support and co-ordinate common demands at the bargaining table.</p>	<p>Hold joint sector update sessions (conferences) at strategic points in bargaining.</p>	<p>HQ Operations organize joint sector update sessions (conferences) when deemed necessary/appropriate by negotiating teams and negotiators.</p>	<p>No negotiating teams settle without the knowledge and understanding (and preferably the support) of the other negotiating teams in other sectors.</p>
<p>To build and co-ordinate solidarity actions between bargaining units in different sectors by community.</p>	<p>Hold community town halls involving all AUPE members in bargaining regardless of sector or bargaining unit, to raise awareness and build community-based actions.</p>	<p>HQ Operations organize community town halls when deemed strategically advantageous to do so to provide information to all AUPE members in bargaining and to plan community actions in support of bargaining.</p>	<p>Increased engagement in communities with larger participation at community-based actions.</p>
<p>To ensure that the media and public are aware of the issues around bargaining when community town halls/actions are held.</p>	<p>Issue press releases and media advisories for community town halls and/or community actions.</p>	<p>HQ Operations through the Communications department develop press releases and media advisories when required.</p>	<p>Increased media coverage and community participation at town halls.</p>
<p>To build public awareness of the role of AUPE members in the community and to build community support.</p>	<p>Co-ordinated and mass distribution of the “We Support Public Services” lawn signs to AUPE members in communities with the potential for distribution to members of the public in the community.</p>	<p>HQ Operations to develop a co-ordinated plan for distribution of lawn signs to AUPE members and identify the eventual possibility of distribution to non-AUPE members who are supportive of the message (e.g. Save Michener Centre strategy).</p>	<p>Increased number of lawn signs across the province.</p>

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<p>In addition to regular bargaining updates, to ensure constant and reliable information to members re: the status of bargaining in other bargaining units (i.e. cross-union) to build awareness and support between bargaining units.</p>	<p>Produce standardized and regular universal bargaining updates/newsletter highlighting significant bargaining events/actions/opportunities/challenges.</p>	<p>HQ Operations develop a standardized format (e.g. like digital Direct Impact) to send to members on a regular basis when deemed necessary/appropriate to do so.</p>	<p>Increased awareness between members of different bargaining units and to build support for solidarity actions between bargaining units.</p>
<p>Members are aware of the status of their Essential Services Agreement (ESA) to be able to understand when they are able to make decisions if/when bargaining reaches an impasse.</p>	<p>Update and highlight the current designated ESA section on the website that includes updates on the status of ESA development and links to completed ESAs and accessible information to members explaining what ESAs mean to them.</p>	<p>HQ Operations update and maintain the ESA section on the website with current and ongoing ESA information.</p>	<p>Increased member understanding of ESAs in general and their bargaining unit ESA specifically and how it impacts them during a work stoppage.</p>
<p>Build direct connections between bargaining tables and the Executive Committee.</p>	<p>The members of the Executive Committee will be assigned to liaise with specific bargaining tables to provide support, share information, and provide updates to the Executive and PE.</p>	<p>President to assign the VPs as liaisons to specific bargaining tables.</p>	<p>Assignments and details to be confirmed by February 2024.</p>
<p>To ensure Locals continue to be supported in the implementation of their strategic plans to engage, activate and mobilize their members in support of bargaining.</p>	<p>Regular Local strategic plan updates at Local Council meetings or special strategic planning meetings.</p>	<p>VPs work directly with their assigned Locals to support and facilitate the ongoing implementation of the Local SP. HQ Operations to provide updated member engagement statistics for each Local quarterly or more frequently when requested by the Executive.</p>	<p>Increased workplace power initiatives and actions. Increased member awareness and engagement specific to bargaining. Increased engagement as per statistics reports.</p>

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To ensure that our members build their awareness and involvement in bargaining by providing increased offerings of existing education courses specific to bargaining.	Provide increased number of workplace power and picket captain training courses education courses.	HQ Operations develop a plan to increase frequency and accessibility of workplace power and picket captain training courses.	Increased number of members taking bargaining specific courses. Increased number of trained picket captains.
Financially prepare members for potential work stoppage.	Provide additional learning opportunities that will educate members on how to financially prepare for a work stoppage.	HQ Operations to develop information sessions and resources based on the strike/lockout policy.	Member participation in information sessions.
Practical preparation for potential work stoppage.	Provide opportunities for direct actions (e.g. info pickets, rallies, occupations).	HQ Operations to determine potential locations for direct actions and involve trained picket captains.	Increasing the number of direct actions and increasing participation in direct actions.
In the event of a work stoppage ensure that actions are co-ordinated and supported.	Worksites on strike/lockout are provided with and supported by trained picket captains to be deployed to picket lines.	HQ Operations identify and strategically map locations of trained picket captains.	Increased number of picket lines supported by trained picket captains.

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To ensure the health and longevity of the Defence Fund.	Revisit and update the Strike Policy.	EST and Finance Committee to explore possible adjustments to the terms of strike pay. Develop an operational strategy to build up our defence fund. Mitigate risk around the administration of strike pay.	Adopt policies that support the defence fund strategy.
To ensure maximum involvement in strike votes or a ratification votes.	Mass member personal information recruitment to ensure members can be contacted re: important decisions such as strike votes or ratification votes.	HQ Operations develop a plan for member outreach to gather personal contact information. Locals through their strategic plans will continue to increase their member contact information.	All members participating in their strike votes and ratification votes.
To ensure that Components are effectively supported in their requests for staff support and operations resources to engage in actions and activities to support bargaining. To ensure that AUPE policies (e.g. mobilization policy) are adhered to.	Component requests for staff and operations resources to be made directly to the VP assigned as a liaison to that component.	VPs to bring component request to the President and EST for determination of priority and feasibility based on operations resources and adherence to AUPE policies (e.g. mobilization policy).	Components making requests to VPs and not directly to AUPE staff. Increased number of components engaging in actions/activities to support bargaining.
To ensure PE is fully apprised and able to provide feedback on an ongoing basis on the progress of the Strategic Plan.	Full operations and Local Strategic Plans reports and updates provided at every PE meeting, or more often if required.	President and EST to provide full operations and Local Strategic Plans reports to every PE meeting or more often if required.	PE to be fully aware and engaged in the implementation of the Strategic Plan and to make adjustments to the plan as deemed necessary by PE.