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NEW EMPLOYEE ORIENTATION (NEO)

WHEREAS, our union is strongest when we all join together in the fight and when we are educated about the importance of membership; and

WHEREAS, our most effective tool is our voices and our leaders speaking out about the value of our union; and

WHEREAS, we must look for creative ways to reach out to members, one-on-one, to activate them and lift up their voices; and

WHEREAS, building relationships through one-on-ones are the most effective ways to strengthen our membership and our union; and

WHEREAS, listening to our members is a critical skill we must cultivate; and

WHEREAS, New Employee Orientations (NEOs) are one of the most effective ways to engage members in the union; and

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22 WHEREAS, OCSEA continues to create new NEO materials and
23 update its website and continues to conduct trainings with leaders; and

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25 WHEREAS, OCSEA launches a virtual NEO for any member
26 during and after the pandemic; now

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28 THEREFORE, BE IT RESOLVED that OCSEA/AFSCME Local 11
29 will work to create more opportunities for New Employee Orientations
30 (NEOs) and train even more leaders on the importance of conducting
31 NEOs; and

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33 BE IT FURTHER RESOLVED that we commit our union to
34 participate in best practices with regard to NEO, including conducting
35 them at the earliest point possible (at least within 30 days of hire); doing
36 multiple one-on-one follow-ups; and discussing union benefits in terms
37 of real-world impact; and

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39 BE IT FINALLY RESOLVED that OCSEA/AFSCME Local 11
40 leaders and staff will work to conduct NEOs in every state agency and

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RESOLUTION #6
Page 2 of 3

- 41 local government entity that are relevant and engaging and that help
- 42 build the union for the future.