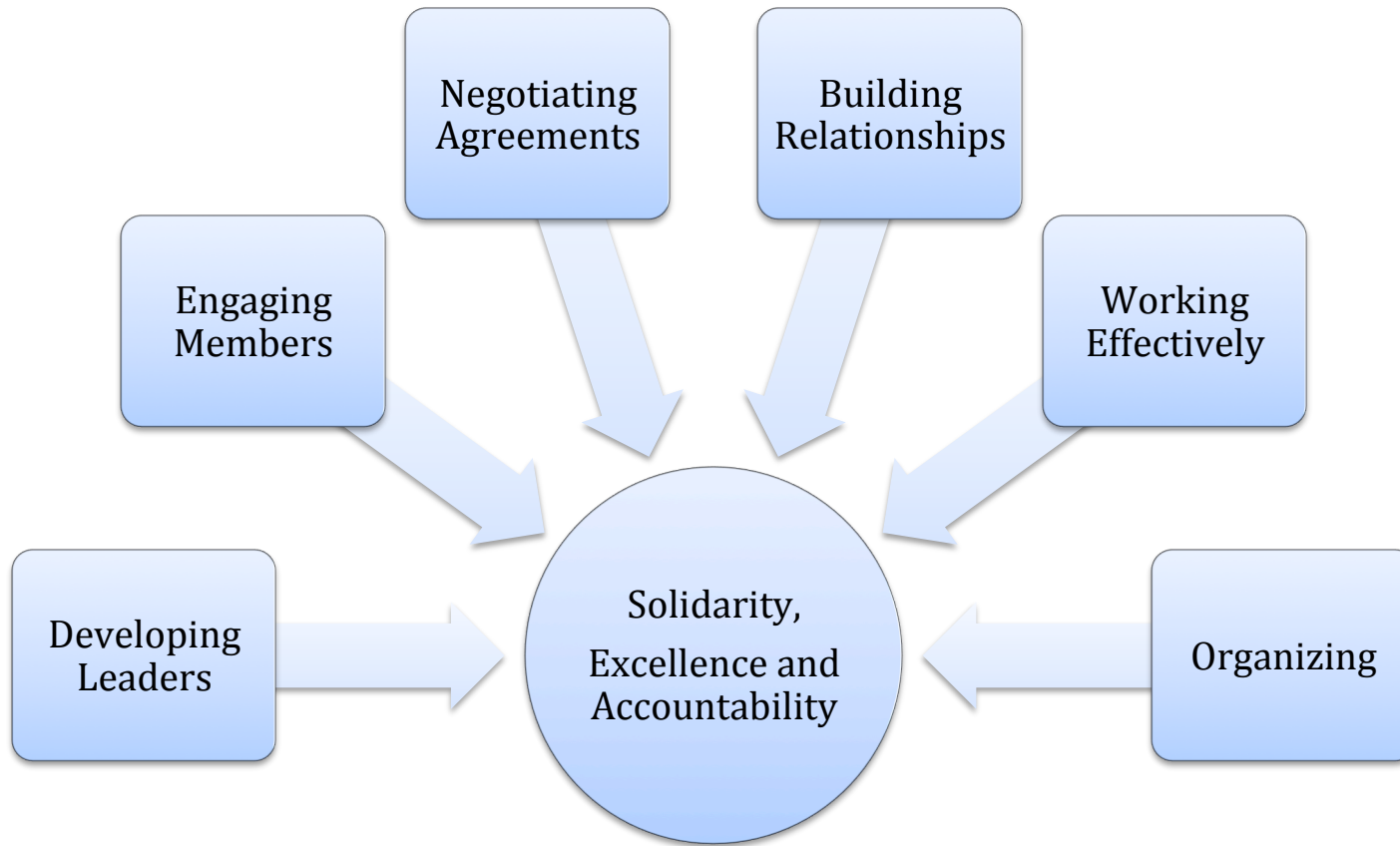


IBEW Local 37 - Areas of Focus 2015 - 2016



Our Mission: To work as a team to improve the lives of our members and their families

Our Vision: We shall be at the leading edge of the labour movement, serving our members with energy, enthusiasm and innovation

IBEW Local 37 – Areas of Focus 2015 - 2016

Area of Focus	Strategic Goals and Initiatives
Developing Leaders	<p>Goal</p> <p style="text-align: center;">To develop potential and existing leaders and support their success</p> <p>Initiatives</p> <ul style="list-style-type: none"> • Develop and implement a strategy to develop and support shop stewards • Develop and implement a strategy to identify and support potential leaders
Engaging Members	<p>Goal</p> <p style="text-align: center;">To engage members in fulfilling the mission and achieving the vision of IBEW Local 37</p> <p>Initiatives</p> <ul style="list-style-type: none"> • Develop and implement a strategy to serve and engage non-traditional members of IBEW Local 37 • Implement the IBEW Code of Excellence program
Negotiating Agreements	<p>Goal</p> <p style="text-align: center;">To negotiate and maintain fair collective agreements and benefits</p> <p>Initiatives</p> <ul style="list-style-type: none"> • Successfully negotiate collective agreements between IBEW Local members and their employers.

Area of Focus	Strategic Goals and Initiatives
Building Relationships	<p>Goal</p> <p>To build, maintain and enhance relationships with critical groups and stakeholders</p> <p>Initiatives</p> <ul style="list-style-type: none"> • To develop and implement a strategy to revitalize the Local 37 Political Action Committee
Working Effectively	<p>Goal</p> <p>To increase organizational effectiveness</p> <p>Initiatives</p> <ul style="list-style-type: none"> • To develop a framework for records management including policies, processes and tools • To formalize processes for work planning, execution and reporting
Organizing	<p>Goal</p> <p>To increase the number of IBEW Local 37 members</p> <p>Initiatives</p> <ul style="list-style-type: none"> • To continue to identify, attract and organize potential members

Guiding Principles: The following principles will inform our decision-making and provide us with direction:

- We are first and foremost representative of our members. We are committed to representing our members and positively impacting the quality of their lives.
- We are guided by the history and traditions of the IBEW, its constitution and the Code of Excellence. We will honour and respect the principles of the IBEW and our actions will be guided by the terms under which we are a Local of the IBEW.
- We balance individual needs with the collective interests of our members. We will earn the respect of our members by working for the collective good of all members.
- We are professional and proactive in our deeds and actions. We will demonstrate our respect for members and provide leadership by our professional, proactive approach to issues and interactions.
- We are financially responsible and accountable to our members. We will be open and transparent with respect to our goals and activities, and will be accountable to our members for how we conduct our business.