**ACTION ITEM FORM — Letter: F**

*Must be submitted by 10 a.m. on Saturday, April 30, 2016*

Action items are specific directives to Education Minnesota that require a specific action. Action items are terminal in application and generally expire at the next Representative Convention. The Action Item Form should be used for these actions.

**Wording of Motion:**

Education Minnesota will implement a three-year pilot project to affiliate all locals with an Intermediate Organization (IO). As an option to regular IO membership, IOs may choose to have an affiliate membership level to allow currently unaffiliated locals to be part of specific IO programming.

**2016-17:**

1. Create new IOs in the state based on expressed need and ability to create critical mass and efficiency.
2. Provide guidance and assistance to IOs and unaffiliated locals to help with the affiliation process.
3. Reimburse IOs up to $5 per member (regular and previously un-affiliated members) for programs that enhance member engagement.
4. Assist all unaffiliated locals to join IOs beginning 9/1/2016 and no later than 9/1/2017.
5. Continuous review and adjustment with a member oversight committee.

**2017-18:**

1. Reimburse IOs up to $5 per member for programs that enhance member engagement and program relevance.
2. Continue to provide guidance and assistance to IOs to help with full affiliation.
3. Have all locals affiliated with at least one IO by 9/1/2017.
4. Continuous review and adjustment with a member oversight committee.

**2018-19:**

1. Reimburse IOs up to $5 per member for programs that enhance member engagement and program relevance.
2. Continue to have all locals affiliated with at least one IO.
3. Evaluate the success of the IO affiliation program, with focus on member engagement, relevancy, and budget, with recommendations to the 2019 Representative Convention.
4. Continuous review and adjustment with a member oversight committee.
Rationale:

The 2015 Representative Convention created a task force for the purpose to “prepare an action plan for the implementation of an intermediate organization (IO) affiliation project for Education Minnesota locals.” This motion fulfills that purpose.

Full affiliation of all Education Minnesota locals with IOs increases the strength of the union. As a union, we believe in the power of collective action. Full affiliation of locals with IOs builds stronger networks of locals, enhancing the effects of our collective work. Full affiliation will help connect members with one another, highlighting common bonds and shared vision. Working together in more intentional partnerships, locals—through full IO affiliation—will have a greater focus on member engagement and program relevance.

Full IO affiliation creates another way to strengthen our partnerships and will have a reciprocal effect: not only will affiliation create stronger IOs, it will create stronger locals. Through shared planning, training, and collective action, we create a more vibrant, relevant, and forward-thinking union.

Budget Impact (to be completed by Education Minnesota secretary-treasurer):

The budget impact of this action item would not exceed $5.00 per member, which calculates to approximately a maximum of $365,000.

Maker of Motion: Joe Cerar HVTU (Hiawatha Valley Teachers Union)

Seconder of Motion: Kim Gillespie

Local: Education Minnesota Support Personnel Assisting And Reaching Kids

Date Submitted: ____________________________ Time Submitted: ____________________________

If submitting prior to the RC, please email to president.denise.specht@edmn.org or fax to 651-292-4803.