



DATE: February 28, 2024

TO: NFFE Local Lodge Officers

RE: Introducing 2023 NFFE Local Organizing and Recruitment Donation Program

SUMMARY: As part of NFFE's ongoing effort to build membership, NFFE is introducing its 2024 NFFE Local Organizing and Recruitment Donation Program. This program is largely unchanged from the 2023 program. This program represents just one facet of NFFE's overall organizing and recruitment strategic plan. This program allows NFFE Local Lodges that formulate an organizing and recruitment plan, then achieve net growth in membership, to receive an organizing and recruitment donation from NFFE National. Local Lodges that opt in would be eligible to receive \$100 for each net new member added to the Local Lodge (i.e. a Local that grows from 100 members to 110 members would be eligible for a \$1,000 organizing and recruitment donation). This \$100 is above and beyond the \$20 that NFFE National pays Locals for each new member that is initiated. Payments for initiations were authorized by NFFE's National Executive Council at the start of 2018 and will continue throughout 2024. Local Lodges must meet other criteria to be eligible for the organizing and recruitment donation program. See attached program rules for specifics.

I am very pleased and excited to be rolling out the 2024 NFFE Local Organizing and Recruitment Donation Program, a key component of NFFE's organizing strategic plan. Our 2023 Organizing Donation Program was the most successful for NFFE since the program was first introduced in 2017, and we are poised to make 2024 another exceptional year of growth at NFFE with this 2024 Program.

While we are entering a new phase of our organizing plan, please know there is still more to come, and we will be relying on NFFE leaders from across the country for ideas about what NFFE should do next to help build membership and grow a stronger, more effective union. If you have ideas that you would like to be considered, please email them to newmember@nffe.org. We cannot promise to implement every idea that is submitted, but we will give every submission consideration and will adopt as many ideas as possible.

Why are we embarking on this effort to build membership? Simply put: Our strength is in our numbers. We must grow our dues-paying membership in order to confront the immense challenges that the federal workforce and our union are sure to face in the years ahead. The attacks on federal workers and unions are never-ending, and we must organize and grow to win these fights that will have major consequences on our families, our workplaces, and our communities. Membership growth is also the key to proactive changes we want to achieve that will actually make NFFE-IAM members' lives better.

Here is how the 2024 NFFE Local Organizing and Recruitment Donation Program will work: NFFE Local Lodges that formulate an organizing and recruitment plan, then achieve net growth in membership, will receive an organizing and recruitment donation from NFFE National. Local Lodges that opt in (opting in is a requirement) are eligible to receive \$100 for each net new member added to the Local Lodge (i.e. a Local Lodge that grows from 100 members to 110 members would be eligible for a \$1,000

organizing and recruitment donation.) Membership gains will be calculated by taking the difference between Local Lodge membership for the last pay period in October of 2024 and the last pay period in October of 2023. Local Lodges must meet other criteria to be eligible for the organizing and recruitment donation. See attached program rules for specifics.

Please note that starting in 2018, NFFE National has been paying eligible Local Lodges \$20 for each new member that is signed up and initiated. These payments are separate and in addition to what a Local Lodge might earn through the donation program. "Initiation" is when a new member is entered into the IAMAW membership system. It is prompted by dues being deducted from a new member and a record of that appearing on a report that comes to NFFE from the agency or employer.

Our goal is to increase the number of NFFE Local Lodges opting into the program and use it to achieve growth in 2024. I am happy to report that because of the tremendous participation in NFFE's Organizing Donation Program in 2023, NFFE's NEC has authorized the Organizing Donation Program for 2024 and 2025.

Please work with your NFFE National Business Representative to develop and implement a tailored organizing and recruitment plan for your Local Lodge. In most instances your NFFE National Business Representative will be the person certifying that your Local Lodge has an organizing and recruitment plan and committee in place, and a numerical membership goal. These are requirements to be eligible for the program.

Please contact NFFE National at 202-216-4420 if you need contact information for your National Business Representative. If you have any questions relating to NFFE's membership building strategic plan, please contact NFFE National or your National Business Representative.

Brothers and Sisters, thank you for being leaders in this great union! Please make a commitment to help us build membership. Our collective destiny depends on it. Please, start today. Together, we will grow and do things nobody ever thought was possible!

In Solidarity,

A handwritten signature in black ink, appearing to read 'R. Erwin', with a stylized flourish at the end.

Randy L. Erwin
NFFE National President