

**UNDE Young Workers Report
National Executive Meeting
May 2019**

As the OPI, my role is to guide, inform, and provide support to the Young Workers (YW) committee. This involves teamwork, with the YW leaders from each region diverse in knowledge, views and perspectives.

The YW Action Plan uses four key words for ease of understanding.

Identify - Survey and results - learn about regions

Recruitment - creating links and relationships

Educate - based on needs and issues, young workers and the workplace

Engage - Meet with VP`s/Local Executives/Members - sharing of information

The Young Worker (YW) Committee continues to communicate through conference calls, the last one being 4 March and the UNDE YW committee private Facebook page. During these meetings many items are discussed with YW representatives taking an active role.

A survey was done and conference calls will be done from 17:00-21:00 to better accommodate all reps.

2018 PSAC National Young Worker Forum 7-9 Dec 18 -

This forum was designed to bring YW together to

- Discuss, strategize and plan to grow strong and vibrant regional young worker committees
- Network and share experiences and successes
- Identify ways in which young workers can engage in PSAC issues and campaigns in the next cycle
- Build a network that supports young worker initiatives across the country
- Identify tools and resources that will ensure success
- Engage in workshops that challenge and inspire

UNDE Members that attended were YW BC - Danielle Dardengo, YW MS Megan Duthie, YW QC Simon Richard and YW Brandon Thorne. All members stated they learnt from the Forum many ways to build networks. In the Networking workshop they talked about many different methods for communicating with each other. The UNDE YWs are a small but very spread out group, below is a list all of the tools given at this forum, to try something, a small committee is an excellent test group for the larger committees.

Comments: for us FB Messenger works quite well as well as our FB page for sharing information so I don't think using a tool like Slack App is necessary. For conferencing, there's Google Duo, Skype, Go To Meeting, and ZOOM which might be a better option than calling in.

For our notes and documents, I've been using Evernote for all our of committee meetings which is connected to all of our @outlook email accounts as well. Google Suite is also preferred. However - we need to make sure that hard copies are kept as well for future reference.

Canva is a good tool to create posters and ads for those who don't have access to professional tools. It's easy to use and quite neat.

Also ... to get our surveys out easier I suggest using Survey Monkey.

The Communications Director contact is BROWNT@PSAC-AFPC.COM - Tasia Brown.

All of the above are also FREE apps to use!

UNDE web page photos – Sending head shots for the YW committee web page so members can put a face to a name in their regions.

Regional Job Descriptions – Sister Danielle Dardengo and the committee are working on building a job description that locals can use to guide their Young Worker Reps. This will allow locals to have a guide line to follow for their Young Workers interested in getting involved on the executive or otherwise.

Email Accounts – YW`s have an email account for their region using the letters YW (region)@. Please feel free to share or communicate any events that your regional YW rep may be interested in. The YW`s are hoping to get a UNDE email similar to the Human Rights representatives. This will allow a greater continuity for the regions as YW representatives change.

Survey – Please ask your YW about their surveys. This is good information for the regional VP`s to have as well. It allows for planning of events such as regional conferences and members interests.

Logo – Sister Megan Duthie and the committee have finalize a UNDE YW Logo and Poster they have been working on for approval through the National Executive.

PSAC YW Networks – PSAC continues to build their YW networks by establishing YW committees regionally.

Regional Highlights:

YW BC - Danielle Dardengo - yw.bc@outlook.com

Sister Danielle has made herself know to the Local Presidents which allows them to contact her when they have Young Workers joining their membership. Local 1013 recently hired several Young Workers that have since received the BC survey.

The PSAC Vancouver Island Young Workers Committee AGM was held on Feb 21st. The executive is made up completely by UNDE members and 2 other members have made it out to meetings. Danielle currently holds the Treasurer position and assists the secretary in their duties. She has also been mentoring the President Kala Souter who has been involved for a year. This committees agenda to date is

- Discussing a summer social – which will hopefully recruit more members
- The committee is creating its own logo to be more visible at events.
- Using the Facebook group more- it is a closed group but people can search it

-The committee is attending Nanaimo and Victoria Pride, May Day parade and Labour day event.

March 2019-attended the PSAC Vancouver Human Rights Committee meeting and was elected Social Media Coordinator (possibly unsure of the specific name and responsibilities)

March 22nd – Attended Rally with PSAC Executives in downtown Victoria, there were several YW from UNDE from Local 1009 and Local 1013.

YW ABN Nicole Boulianne - yw.abn@outlook.com

-attended COL and found it a great opportunity to network with MS YW rep and all of her regional local presidents.

-Alternate for region is from Yellowknife

YW MS Megan Duthie - yw.ms@outlook.com

-Very involved in her own local now filling role as vice-president.

-Attended COL and found it a great opportunity to network with ABN YW rep and all regional local presidents.

-Leading the 1919 General Strike committee UNDE float for the parade on 25 May.

-Alternate for region is YW Dawn MacLennan from Shilo.

-See Report below to the COL from YW Nicole

*Manitoba/Saskatchewan Young Worker Report
Council of Locals
April 12-14 2019
Yellowknife, North West Territories*

All components of the PSAC, including the UNDE locals are encouraging all young workers to go to hereforcanada.ca/sign and sign the petition to the Prime Minister to call for urgent action to end the Phoenix payroll disaster, and encourage friends, family members and coworkers to go and sign it as well. As a Young Worker I was recently present at the Phoenix rally held out front of the Fort Garry hotel during Prime Minister Trudeau's visit, along with other members of the executive and the union. We were loud, present and caught a glimpse of him as he casually strolled by with a wave and ignored our requests for a brief question and answer period in regards to the future of the broken pay system. We are all aware that it was the Harper administration that first implemented the pay system, however it has been the Liberals that have so flippantly dismissed more action needed to recover from the devastation that Phoenix has caused. Our members are losing their homes, dignity, families, and their sanity. The toll it has taken on Canada's Public Service sector and its employees is unforgivable and it is time that it came to an end. I strongly encourage not only my Young Workers but all members under the PSAC umbrella to raise their voices, regardless of your issues (or lack thereof) with Phoenix.

I have produced and am currently still working on an appropriate logo and branding for the Young Workers with the Union of National Defence Employees. The scheme was to outline that we, as young workers, are the blue print for the future workers of the National Defence and have to be taken seriously. We will be the building blocks of what is to come, our voices should be heard, we should be included, and should be considered when creating new by-laws and committees. The design was to illustrate this purpose and fully intended to be built upon for the future. There will be more documentation, and posters to come once the design has been approved and move forward with.

I attended the First (hopefully not only) PSAC-AFPC National Young Worker Forum in Ottawa from December 7-9. Below is a detailed summary of what occurred during the forum.

Young Workers from various PSAC components across Canada came together to Network and educate themselves on ways to build a stronger Young Worker presence and community. Three workshops were divided up across the

weekend to allow each Young Worker to gain skills and tools that would help them further their progress in Young Worker committees in their regions and increase engagement with future and current Young Workers in their components.

The weekend's forum was run by the REVP for BC, Jamey Mills, who lead us through the opening remarks and navigated us through our workshops. We heard from speakers such as Philippe Lapointe who was the Communication director of the FTQ Construction and was part of the Student Strike in Montreal of 2012. Lapointe discussed the idea of youth as being relative, where once we understand the rules and are educated to the point where we can now put our ideals and thoughts in to action that is when we cease to be "young" and now have the capability to usher in the next generation. As YW we should keep attempting to surprise our matured generation and avoid staying stagnant in boxes that they would like to keep us in. It is all about the perception of being youth, to not allow them to look down upon us instead to keep an eye on us.

The priorities of the weekend: Work Together, Increase Membership Engagement, Take Effective Political Action

Mobilizing Millennials

Each Young Worker held a trifecta of workshops specific to their own requested learning tools. My first workshop was one of Mobilizing Millennials. Now I may not favour the term "millennials" as I find it to be a way of pushing a specific age group in to a box where we are seen as entitled and spoiled wherein we are actual the most active and the most educated generation to come up in the last 50 years. We discussed why being mobilized is important, that being aware, showing solidarity, our visibility and exposure builds power and impact in such areas as leverage during bargaining. Small things like a singular letter can have a big impact when utilized correctly. Online picketing can have a bigger audience and heavier presence and can gain more exposure for a movement, but being physically present in the eye of the public holds more sway. We spoke of methods of the importance of creative methods of engaging membership, paying attention to demographics and logistics, branding, direction of campaigns and the importance of setting talking points and being prepared and educated ourselves. We should be utilizing the hidden talents of those in our membership, creating opportunities for mentorship to increase the probably of proper succession planning, and hosting events that have childcare so members are at ease when attending. PSAC has support items for components that should not be ignored but heavily utilized.

Building Committees

My second workshop was one directed at building committees and increasing committee activity. The most important thing I took away from this workshop was the importance of having education available to all regions with webinars instead of the demand for travel necessity and the mentorship opportunities. Events held need to be properly structured where they are entertaining but they succeed in their mandates. Events need to have family involvement to reduce the stress on the membership so they have every opportunity to socialize and get involved. A personal relationship with members is just as important as a professional one, making sure that our members are comfortable approaching us in any manner so that the bond between union and membership is forged as strongly as possible.

Young Workers find a very unique road block when they are attempting to build their committees as we have no way of knowing which members fit the specific age criteria that our committees have to conform to. We have no methods of checking ages of new and current members and suggest that perhaps a data bank needs to be created within the unions to allow for ease of access and introduction of Young Workers to the unions. A union orientation session would also help in identifying our young workers.

Young Workers would like to be able to attend conventions and AGMs without the title of "observer" even though we have a right to attend as an observer, or at least we believe there should be a line item in budgets that states this, but we would like to lobby for a presence at our conventions to increase visibility and prominence in our union committees. We are the future of these unions and we deserve every opportunity to educate ourselves and get involved as our more "experienced" members.

- Meet people where they are at
- A different message or a different approach for different people
- Be transparent with your members
- Frequency of meetings and length has a huge impact on turn out

Networking

The final workshop I attended was one based on methods of networking within our communities, regions, committees and components. I especially found this helpful because our leader Tasia offered us examples of tools we could use to allow us to reach our broad spread members. Creating a Facebook page is an excellent method of disseminating non-time sensitive information or information that is public knowledge. Emails should be kept as short and simple as possible with access to extra email being supplied in external links for perusing at the memberships' leisure. Mailchimp is an excellent resource for creating appealing emails that keeps a database of users to allow for ease of access when needing to send out mail. It is also an excellent source for disseminating a monthly newsletter with all the information that a components' region could need.

Take Away Points

Assign Everyone Roles

Maintain a Consistent Flow of Information

Finding a platform that works for your team and always maintain a consistent form of contact, don't just let your feeds and contacts go quiet and dead for extended periods of time because this fosters a sense of loss within the membership. Keeping this contact allows members to have a voice and they feel connected to the union.

Set Goals and Measure Your Progress

Appointments and calls that are scheduled need to happen, and they need to be made. Creating long and short term goals are an excellent way to measure progress and keep your committees moving forward and allows for something to build on.

Evaluate the Good and the Bad as a Team

Get to Know Each Other

Engage with the Union

Make it a two-way conversation

Once again our forums discussed here that we would like information to move throughout our components and region with more ease because there seems to be a gap where certain committees feel isolated. Young Workers need more visible branding to allow for an ease of networking and exposure to engage the members to join committees. As well, Young Workers cannot stress enough how they would like to lobby to be delegates for national committee, counsel and conventions.

The Digital Tools:

Slack App

WHATSAPP

Google Hangouts

Facebook Messenger

Video Conferencing

Google Duo

Skype

Zoom

Go to Meeting

Project Management

Google Suites

Evernote

Asana

Trello

Visual Graphics

Pic Monkey

Canva

Survey Monkey

Google Forms

Doodle Poll

Union Base

We made our attempt at a demonstration for our solidarity for the Postal Workers in Canada, we made sure our voices were heard and our faces were seen. We spoke to Young Workers from across the country and educated ourselves on the issues of the regions and made attempts to offer help in any way we could. We are the blueprint of the union, we are what is to come in the future, we are the now. Young Workers may not have strength in numbers, we have the outstanding uniqueness of being fresh and willing, of growing up in a world where we have the time and the tools to stand up and fight for the things we believe in. Young Workers are united more now than ever and we are ready to move forward.

*In Solidarity,
Megan Nichole Duthie
Manitoba/Saskatchewan UNDE Young Work Rep.*

YW ONT - vacant

YW NCR Vanessa Skucas – vanessaskucas@gmail.com

YW CSE Jonathan Snowden - yw.cse.cst@gmail.com

-gave presentation to the Presidents Conference at the request of the COMTRA committee.

YW QC - vacant

-We thank Brother Simon Richard for all his activism work and energy with this committee.

YW NLNB Stephen Warren warren_nissan@hotmail.com

- PSAC YW committee in St John's, NL and another in Fredericton, NB.
- not enough YW's in Gander to really have a YW committee, but will encourage conference call to the other committees.

YW NS Brandon Thorne - yw.ns@outlook.com

- Attended UNDE 80406 AGM and was elected Treasurer
- PA Bargaining Nov 25-30, 2018 Ottawa
- PSAC Halifax Young Workers Committee Brandon sits as chair on this committee. They hosted with the NS Area Council 1 a Holiday Social at the PSAC Halifax office. Brother Aylward National President attended - great success!
- National Young Workers Forum December 7-9 Ottawa
- December 3 travelled to Kentville, NS to provide an update on Bargaining to Agriculture members
- December 11 participated in lunch time Rally at MP Andy Fillmore's office in support of Canada Post Strike
- January 18 Chaired PSAC Halifax Young Workers Committee Meeting
- January 31 attended the RSCC meeting for Halifax in capacity as PA Bargaining Team member
- 17 March - 22 March - PA Bargaining Ottawa
- April 29-May 3 - PA Bargaining Ottawa

YW NPF Krystal Marcoux NPF 10580@unde.org
-newly elected at the Local Presidents conference

Respectfully Submitted
Mona Simcoe
OPI Young Worker Committee