



## **CUPE BC 2023 CONVENTION YOUNG WORKERS COMMITTEE REPORT**

The CUPE BC Young Workers Committee (YWC) continues to engage and develop activists aged 30 years or younger by providing opportunities, specialized training, and unique projects to promote inclusion in our union. We are determined to engage young workers and promote activism and solidarity in the union across the province. This term's Committee has identified a number of priority areas. These areas include reconciliation, leadership development, mentorship, and succession planning, building solidarity, and affordability issues, including tuition, housing, climate change, and precarious work.

### **Mentorship and Succession Planning**

The Committee has focused on how best to encourage mentorship and succession planning to our Locals and District Councils across the province. Mentorship is a complex, symbiotic relationship between individuals that is highly personalized, and whereas the Committee believes strongly in the value of these relationships, it is outside of our scope to prescribe what this may look like.

At the One Big Committee Meeting (OBCM) coming up this fall, our Committee will host a panel of union leaders to discuss their experiences as mentors and/or mentees. We hope this will inspire members to naturally create similar supportive relationships that will help our young members to flourish in union leadership.

### **Reconciliation**

The Committee is eager to engage in building relationships with allies and friends from Indigenous communities.

### **Shadow Committees**

The Committee's Terms of Reference state that our members are able to participate in another Committee's meetings during their term. This opportunity has helped to ignite a passion for areas of interest within our union and to build solidarity between our Committee and the others. Young worker Bridget Barker attended the January 21, 2022 meeting of the Anti-Privatization Committee and the January 12, 2023 meeting of the Women's and Gender Rights Committee, and following these experiences, hopes to pursue further Committee involvement.

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### **Canadian Labour Congress (CLC) Winter School 2023**

After several years of cancelled schools due to the COVID-19 pandemic, we were thrilled to send members of the Young Workers Committee to the 2023 CLC Winter School earlier this year.

Bridget took the “Membership Engagement – Member Action” course during Week 1, and “Collective Bargaining Level I” course in Week 4. The coursework and the networking were both valuable experiences and will help her in her new role as Vice President – Lead Steward with Local 3338.

### **BC Federation of Labour Young Workers Committee and CUPE National Young Workers Committee**

Bridget Barker represents CUPE on the BC Federation of Labour’s Young Workers Committee (BCFED YWC). She attended several remote meetings and also participated at the [Grant’s Law sit-in](#) that took place overnight on June 4, 2022 at the Circle K located at Commercial and Broadway in Vancouver. She was able to connect in-person with a few BCFED YWC members at CLC Winter School, as well. However, due to her new role, participation in further meetings will be a challenge.

Bridget Barker also serves as the Young Worker Liaison to the CUPE BC Executive Board. Bridget had the privilege of attending many Executive Board meetings (with a voice but without a vote). She enjoyed observing how the Board functions and how we make change happen, learning about the hard work of the Executive Board committees, and gaining new mentors along the way. Her term came with many rewarding experiences and new friends she hopes to stay in touch with for years to come.

Hailey Fielden represents BC as the Co-Chair of the CUPE National Young Workers Committee. The National Committee has been dedicated to addressing concerns with member engagement and involvement. We created a survey last summer focused on how to encourage young workers in their workplaces. With those results, the Committee is working on a pamphlet of barriers workers face in getting involved, and what bridges Locals can build to boost member involvement. We look forward to connecting with Young Workers in attendance at this Convention as well as the CUPE National Convention in the fall.

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## Conclusion

It is with the continued support from our staff advisor Kathryn Davies, the CUPE BC Executive Board, and the much-appreciated efforts of Kiran Kooner and the CUPE BC office staff, that our Young Workers Committee is able to successfully engage young workers across the province.

### Respectfully submitted:

Stephanie Goudie, Chair  
Hailey Fielden, Co-chair  
Bridget Barker  
Kamaljeet Bindra  
Brittany Gibbons  
Natasha Hanson  
Navin Jain  
Dalton Owen  
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