

Vancouver Island Young Worker Committee Meeting April 28 2015.

Attendees(Present in room): Brittany Weins, Liz Oliphant, Vanessa Miller, Jessica Kerek

Guest: Gabriel Bourdin, Andre Beaulieu, Victor Billadeau, Nate Johnson, Stephanie Jones

Chaired by Brittany Weins, Minutes taken by Vanessa Miller

Agenda items:

Convention Resolutions and strategy

Call to order at 12:00 pm April 28 2015

Young Worker Committee met to discuss specific resolutions namely the resolution to raise the age of young workers at convention. After the caucus with all the young workers it was narrowed down to the most effective arguments and creating counter arguments to the arguments presented to us thus far. Further to this we highlight key words/ phrases not to say.

Top Priority Arguments - in no particular order

1. Changing demographics and the evolution/redefinition of youth.
2. "the why" - why were these positions/committees created and why was it important
3. Intergenerational fairness - FT employment, barriers to PS employment, two tier contracts, precarious employment. This is a natural fit to include the age entering the PS is no longer 19.
4. Engagement, inclusiveness, and longevity of the campaigns
5. Young Workers issues as our passion - other committees have mandates, this is the place to discuss the issues facing our young workers . Yes, we can move into the Women's, or area councils (and many have) but those committees have mandates that are not young worker issues
6. this is self definition - we want to define ourselves and set the parameters that we feel will make us the most effective. We are the only group defined by a date.

Additional Speaking points were developed in case additional speakers were possible at the microphones and depending on the feel of the room once we had control of the microphones.

- * We don't have a delegate, the majority of us are sitting on multiple committees in multiple positions
- * Bring people into the Labour movement from the time they start with the union, takes time energy, not feasible when someone enters at 28 to get them onto a YWC
- * All speeches have mentioned YW and getting YW people involved
- * List your name and all of your credentials labour councils, positions, riding associations, community involvement
- * NCR: members are coming back to school because they cant get jobs, they could be bringing the student culture into their component and therefore less afraid of their employers, researchers, qc student mobilization, if they age out we want them to come in because they will get hired in the government, they are the future, they have the experience of the DCL

- * Why my UNDE component put this forward. We have problem hiring young people because of military priority, you may just have a few. This is recruitment and participation
- * What we do when were in these YWCWe are going to be fighting the same battles we are fighting today 20 years from now
- * Inclusiveness: social media scope, FB groups, text storms, fb posts, fight harper, were the source that can spread this information quickly, trying to engage people but they are too old for a committee
- * BC Fed, allows us to speak for ourselves
- * Only group that is defined in the constitution
- * You get on the committee at 28 because you've reached the barrier you are now off the committee, exclusive
- * Gabe speaking to his experience
- * Youth is a safe place because everyone was new and everyone was making the small mistakes. no judgement
- * 42% sit's between 25-35 less than half is between 25-30. CIU
- * the committee is a place to gain confidence to do what we've done now. it's terrifying now, can't imagine how someone could do it when they're 24.
- * It's opportunity to allow people to get involved
- * amount of opportunity to network and make connections that you wouldn't have had
- * invaluable experience that we should all have
- * limited resources and time, but the youth have done all this. (maybe we should get an older to do this time)
- * most get into the work force in their late 20s
- * there is really high turn around. People are leaving and there was no one else to replace the union position.
- * this is something that is important to youth and young worker, there is no cost and no harm. if it doesn't after you then you sold still support those that want it
- * if you don't want to be identified, then you don't have to.
- * definitions change through out time, and that groups that are definitions
- * groups like this should be facilitated, and not restrain us. If intent of the group to engage feels that we're being restricted, it limits the intent of the engagement of those that are working in the group.
- * It's not about us, it's about the group of young workers and the young workers that come after us.
- * stress the point that if there are
- * increasing the age limit would just expand the pool of people that we can draw from.
- * starting a committee takes a long time to do, it can take years - give us time
- * gateway activism?
- * regional issue of age of entering new jobs - people moving, having to find jobs
- * we need to balance the experience, realities, and stats with
- * there is no power, youth is just a committee - no youth committee members are given constitutional responsibilities - we need to distinguish that
- * it's an elected VOLUNTEER position
- * we shouldn't expect people to just join other committees when they're done with youth, if that is their passion, then why not let them stay and help the committee.
- * we're a union and we're stronger as a collective
- * Young workers are the only ones that are engaging all members (survey)
- * NEW MEMBER COMMITTEE - try it before you buy it, it's an opportunity to see what the union is about. see where you fit before you commit. it's an orientation.

Arguments/suggestions that we had seen presented against the resolution were the following:

- careful about the language that we use
- do not share fears of aging out
- DO NOT SAY "AGING OUT"
- Use another word
- Use YOUNG WORKER - NOT YOUTH
- EXPERIENCED WORKER when referring to older delegates
- WE never I - make it about the organization and us as a union - not about you but what you represent
- felt that the only reason to increase the age was protectionism and wanting to stay in positions longer
- if we raise the age where does it stop?
- how can a 35 year old relate to a 19 year old?

Agreed Outcomes:

Committee confirmed that these notes would be shared out to all those who had provided contact information. This would include all the Young Workers who had attended the caucus, as well as allies that had identified they wished to be a part of the conversation at the microphones. Vanessa Miller to email these to those who wanted them.

The strategy at the mics would be coordinated by text by Vanessa Miller and Nate Johnson (Prairies) as observers and were unable to speak to the resolution. Vanessa Miller to create a text group blast to confirm when to go to the mic, how to move the resolution to the next item on the agenda at convention, and then when to call the question.

Final agreement was that all attendees would continue to work with allies and continue to lobby target groups. There were two requests that were being made. 1. That parties would vote for the resolution. And 2. If the component or person was against the resolution, that they abstain from voting.

Meeting adjourned at 1:00 pm.