



Advisory Committee on Young Workers' Issues Videoconference

November 10, 2020

The National Union of Public and General Employees (NUPGE) is a family of 11 Component and 3 affiliate unions. Taken together, we are one of the largest unions in Canada. Most of our 390,000 members work to deliver public services of every kind to the citizens of their home provinces. We also have a large and growing number of members who work for private businesses.

Larry Brown, President

Bert Blundon, Secretary-Treasurer

Advisory Committee on Young Workers' Issues - Videoconference
November 10, 2020
1:00 p.m. EST

Participants

BCGEU/NUPGE	Jessica Humphries
HSAA/NUPGE	Seanna Fakely
SGEU/NUPGE	Mark Wells
MGEU/NUPGE	Kimberly Ross Brian Wilson
NSGEU/NUPGE	Nicole Turple
PEIUPSE/NUPGE	Kathlene Smallman Melissa Bruce
NAPE/NUPGE	Kristal Rice
NUPGE	Larry Brown, President Bert Blundon, Secretary-Treasurer Len Bush, Managing Director Jeryn Daly, National Representative Diane Fowles, Administrative Representative

1. Land acknowledgment and Introductions

Participants from 7 Components joined the call with 5 NUPGE staff.

Jeryn Daly introduced herself and thanked participants for joining the videoconference. Daly read NUPGE's land acknowledgment and then asked participants to introduce themselves. NUPGE President Larry Brown and Secretary-Treasurer Bert Blundon were both present for the videoconference.

2. Officer's greetings

Brown gave a Canada-wide report on the status of the provinces regarding COVID-19 and politics, and highlighted some of the work NUPGE is doing at the national level and the Components are doing at the provincial level. In particular, Brown highlighted research from The Centre for Labour Management Relations that called on unions to make unions a place young workers can turn to, and to increase solidarity between young and mature workers. He invited participants to provide NUPGE feedback on how to live up to the challenge. Blundon echoed Brown's statements and reminded everyone that historically, when unions are under attack we see a high number of new activists emerge.

3. Roundtable on Component activities

Daly opened the floor to participants to share any relevant updates that had occurred since the last meeting. Many Component young worker committees are carrying over from last year as all in-person Conventions were postponed due to COVID-19. 2 Components have attended or are preparing to attend virtual high school and college job fairs to talk to attendees about why unions matter. Components are also trying to engage members more on social media through the use of contests and member centric content (letting members nominate a local charity to receive a donation, encouraging members to send in bios that can be shared on social media, etc). HSAA in particular is focusing on increasing member engagement in all demographics given the overt attack on workers' rights in the province.

4. Update on NUPGE's anti-racism work

At NUPGE's last Triennial Convention in 2019, several resolutions were passed on the topic of diversity and inclusion. NUPGE has started some of the work on those resolutions, but when George Floyd was killed and the Black Lives Matter movement gained new support from all over the world, NUPGE decided to take a more head-on approach to our anti-racism work.

In July and August, NUPGE convened meetings with of a new Special Anti-racism Committee who gave input into what direction NUPGE should take. The result of those meetings was a recommendations document that went to the National Executive Board for their October meeting.

There might be an opportunity for this committee to assist with some of the anti-racism work, particularly when it comes to pushing out surveys or written material.

5. Update on NUPGE's research on working from home

The ACYWI had previously flagged occupational health and safety and working from home as topics of interest. Daly shared that NUPGE has written 3 different pieces on working from home and occupational health and safety since the start of the pandemic:

- [*Inequality in work-from-home arrangements.*](#)
- [*Working from home: considerations for unions.*](#)
- [*Working from Home: Workers' health and safety protections.*](#)

6. PSI Regional Young Workers' Committee

The pandemic has provided a unique set of circumstances which allow NUPGE to be more connected internationally through PSI (previously, meetings were mostly held in South America and would have been too costly for to send participants regularly). But while meetings are being held virtually, NUPGE now has representatives on PSI's Young Workers' Committee, Committee to Combat Racism and Xenophobia, and LGBT+ Committee.

The work that NUPGE does with PSI on their young workers committee will be influenced by the ACYWI. At the first Zoom meeting for PSI's young workers committee there were a range of participants from North and South America. The majority of the conversation was around the DGB project. Working on the proposals from that project is something the ACYWI can be directly involved in, particularly the proposals that relate to gathering stories from young rank and file workers. Daly promised to give an update when more direction comes from PSI, but she's inclined to believe that these are intended to be long-term projects.

Daly also mentioned that PSI is starting 3 new working groups: Indigenous Peoples, Workers with Disabilities, and Trans workers. All will be meeting for the first time in November 2020. A question was asked about how representatives are chosen for those committees and Daly responded that a memo was sent to NEB members which invited each Component to nominate representatives.

7. The Cost of COVID-19 for Ontario's Young Workers (The Centre for Labour Management Relations)

Daly shared the summary of a webinar called *The Cost of COVID-19 for Ontario's Young Workers* by The Centre for Labour Management Relations. Their research came to the same conclusion as the research NUPGE did during the Millennial Project; that unions need to do more to draw connections for young workers and for young people, because their positions on social justice, environmental policies, and social assistance policies are very similar to what we as unions are advocating for.

8. Component Educators meeting

Daly shared that NUPGE recently held a Component Educators meeting to discuss how COVID-19 had impacted their work. Daly is currently working on updating NUPGE's Component Course Inventory. ACYWI representatives will be emailed a copy of the inventory upon completion as there might be courses run by other Components that representatives want to learn more about or think about starting in their own province.

9. National Survey on Harassment and Violence at Work in Canada

Researchers at the Centre for Research & Education on Violence Against Women & Children at Western University, University of Toronto and, the Canadian Labour Congress have launched the first ever [national survey on workplace harassment and violence](#).

The findings from the survey will impact the work of NUPGE's Advisory Committee on Women's Issues and NUPGE is hoping the survey gets a lot of participation. If representatives have any channels of communication specifically for young workers like e-blasts, Facebook pages, etc., please consider sharing the link to the survey with your followers.

10. Committee age requirements

In the terms of reference for the ACYWI, the stated maximum age for this committee is 35. However, the terms of reference weren't written in consideration of a pandemic disrupting the committee's first year of work. We've already encountered one case where a participant has technically aged out of this committee, but due to the nature of the pandemic, NUPGE has extended an invitation to SGEU to have their representative stay on until his 37th birthday at which point the Component must give us the name of a new representative. If any other representatives are in the same position now, NUPGE will make the same offer to their Component.

Daly asked representatives to send her a private message in the Zoom chat or an email with their birthday (including birth year) so she'll know when it's time to start having this discussion with their Components.

11. Questions and wrap-up

Daly concluded the meeting by reminding representatives to send her any issues that come up between meetings that they would like to see NUPGE research or would like to discuss at the next meeting.

Follow-ups

Task	Responsibility	Completed
Send birthday (including year) and any relevant documents or links to Jeryn (jdaly@nupge.ca)	Participants	
Compile notes + other materials and circulate	NUPGE	



NATIONAL UNION OF PUBLIC AND GENERAL EMPLOYEES

- B. C. Government and Service Employees' Union (BCGEU)
- Health Sciences Association of British Columbia (HSABC)
- Health Sciences Association of Alberta (HSAA)
- Saskatchewan Government and General Employees' Union (SGEU)
- Manitoba Government and General Employees' Union (MGEU)
- Ontario Public Service Employees Union (OPSEU)
- Canadian Union of Brewery and General Workers (CUBGW)
- New Brunswick Union of Public and Private Employees (NBU)
- Nova Scotia Government and General Employees Union (NSGEU)
- PEI Union of Public Sector Employees (PEI UPSE)
- Newfoundland & Labrador Association of Public and Private Employees (NAPE)

The National Union of Public and General Employees is an affiliate of the Canadian Labour Congress and a member of Public Services International.

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