So, you want to engage YOUNG WORKERS?

YES

Do you have an active young workers' committee?

- **YES** → **AMAZING!**
- **NO** → Check out the **Young Workers' Committee handbook online at unifor.org**

NO

Fine, we'll go do something else and you can retire without anyone to keep up the good work. Bye!*

Just kidding, "NO" is not an acceptable answer.

Does your employer hire workers who are under age 35?

- **YES** → **EXCELLENT! LOOK FOR THEM.** Introduce yourself! Open up space to talk.
- **NO** →
  - **Bargain equity hiring practices** to create jobs for youth, women, racialized workers, etc.
  - **Advocate for better retirement security** to ensure workers retire in dignity and create space for new workers.
  - **Fight for good union jobs and fair wages** here in Canada.

Are your meetings always the same?

Try social media and keep your membership informed online, but not at the cost of in-person exchanges.

SWITCH IT UP!

JUST ONE MINUTE

***Tokenizing*: the symbolic inclusion of young workers without giving meaningful voice or power. It's disrespectful and alienating.**

INSTEAD, do this:

LISTEN

to what young workers have to say

- **Real Life Engagement**
- **Voice** — Don't speak on behalf of young workers, just pass the mic!
- **Bargaining Concerns** — What are they worried about? What would make the job better? Don't exclude them, use their concerns to build a position of strength.
- **Direction** — Don't tell young workers what to do.

GET CREATIVE

young workers can take the lead

- **New Voices** — Invite a keynote speaker, coalition partner or community activist or offer training:
  - Anti-poverty work. Defending a $15 living wage
  - #MeToo and anti-harassment
  - Anti-racism and Indigenous solidarity
  - Climate justice
- **Use Art** — or videos, films, humour, music.
- **Solidarity** — Expose the next generation to the fights you have led.
- **Free Food** — Always works!

CREATE meaningful SPACE

- **Strategy Space** — Provide funding, resources and open up elected positions.
- **Learning Space** — Help to educate, mentor and offer a new member kit, available at: **unifor.org/yourunion**.
- **Social Space** — Offer lunch/bbq/games to get to know each other, and build a network. **Don't forget free food!**
- **Safe Space** — Offer a safe space that is accessible and open to everyone. Find alternatives to alcohol.

THIS IS IMPORTANT

If someone is excluded or made to feel uncomfortable because of their gender, race, religion, age, sexual orientation, ability or anything else, that creates a barrier and prevents participation. As a union, it is our responsibility to crush oppression and make everyone welcome.

Young workers are real people, and part of the union! Use the tools and information you have as a long-time union activist to reach out, open doors, and...

build community

P.S. Loving **free food** is not restricted to young workers

UNIFOR
theUnion | lesyndicat

unifor.org/youngworkers I Facebook.com/UniforCanada

Designed by DC: CFU