



# Involving Young Workers

---

Anna Fendley & John Scardella  
NIEHS Trainers Exchange 2012

---

# Thinking about your trainees

- Small group brainstorming: Think about the categories that your trainees/members fit into and the things that divide them.
- Work as a group to come up with a list
- Then pick your top 3

---

# Thinking about your trainees

- Why is it important to know how your trainees/members break down into categories?
- Communication example
- Do you know the breakdown among your trainees? Do you know who they are?

---

# Bus Stop

- Does this distribution reflect the distribution in the workplace/union/training?
- How do those at the empty bus stop view the room?
- What are some of the ways that the lack of representation or unequal representation affect the training or group's activities?

---

# Bus Stop

- How would the numbers change if your members/trainees were here?
- How would the numbers change if the people they would like to or intend to organize were there?

---

# USW Next Generation

- Resolution at 2011 Convention
- Next Generation Program
- HSE Training
- Focus Group
  - Training
  - Involvement in H&S

---

# Training

- Is this (h&s training) info that young workers need?
- How will you use this information?
- How should we train more young members?

---

# Training: Initial Impressions

- Liked discussion, especially about what's going on at their own facility vs. things at other facilities
- Written materials got redundant

---

# Training: Is this info young workers need?

- YES – it's info that all workers need, especially young workers because they can be intimidated by management
- Knowledge changes the apathy of young workers
- A lot are happy to have a job but don't know their rights

---

# Training: How will you use this info?

- Create local union H&S committee with local president
- Report back to membership
- Keep a paper trail of H&S information

---

# Training: How should we train more young members?

- Communication – from those who attend training to others at their locals
- Get info to them using websites, facebook & emails
- Time with new members at orientation
- Sending them to training with a more experienced member

---

# Involvement

- Are young members involved?
- What keeps them from getting involved?
- What gets them involved?

---

Involvement: Are young members  
involved?

Not nearly enough

---

# What keeps them from getting involved?

- Seniority
- Told to leave things alone if they don't know about it
- Young guys think the company is the reason they have good wages & safety
- Social skills – need to break through to them

---

# What keeps them from getting involved?

- Afraid to speak up
- Too many ways to get involved – Rapid Response, political action, Women of Steel, etc.
- Don't see other young people as activists
- Don't understand labor history and the importance of unions

---

# What gets them involved?

- Making it interesting, not just technical
- Humor
- Mentoring – a push from someone
- Frustration due to an incident
- Union presentation at new employee orientation
- Going to training or meetings
- Family involvement