

February 24, 2016
NW16-012

To: NW SPEEA Council

From: New Hire Committee:
Chair – Daniel Peters, Vice Chair – Ryan Rule, Secretary – Roger Aisaka
Members: Joseph Pham, Chris Waybright, Carrie Rule, Michael Knopp

Subject: Formation of the **Young Members Committee (YMC)**

Background

The NW New Hire Committee was formed in 2006.

New Hire Committee

Chair: Daniel Peters - (425) 373-8657

Vice-Chair: Ryan Rule - (253) 657-5481

Secretary: Roger Aisaka - (206) 662-2727

Meeting time: 4th Wednesday of every month at 4:30 p.m.

The 58th IFPTE convention unanimously passed resolution #22 rev 2,
“Investing in Our Future – Young Workers and Youth Engagement” July 30,
2015

**INTERNATIONAL FEDERATION OF
PROFESSIONAL AND TECHNICAL ENGINEERS
58th CONSTITUTIONAL CONVENTION
LAS VEGAS, NV, USA
JULY 27-30, 2015**

Investing in Our Future - Young Workers and Youth Engagement

RESOLUTION NO. 22 Rev 2

1 WHEREAS,

2 The strength and vitality of the labor movement depends heavily on the ability
3 of younger union members to develop into strong and effective labor leaders;
4 and

5 WHEREAS

6 The AFL-CIO and its affiliate unions recognized this during their 2013
7 convention by passing a resolution expressing that a powerful labor
8 movement can be built only through recognition and inclusion of the full
9 diversity of the labor, including workers of all ages; and,

10 WHEREAS,

11 The resolution called for the AFL-CIO and its affiliates to actively develop
12 initiatives and programs aimed at bringing young workers into the labor
13 movement and become more active within their unions;

14 and,

15 WHEREAS

16 Passage of the AFL-CIO young workers resolution resulted in many
17 startup young workers groups across the country; two successful national
18 summits that attracted and engaged hundreds of young workers and union
19 members, including IFPTE members, activists and community partners; and,

20 WHEREAS,

21 The young worker groups developed deeper skills for young workers to build
22 capacity, run programs in their communities, and educate the public on the
23 importance of labor unions; and,

24 WHEREAS,

25 Given the increasing challenges facing young workers in the United States and
26 Canada today, including stagnant wages, a diminishing manufacturing sector,
27 and unaffordable college loans, young workers face unprecedented
28 challenges in today's workforce; and,

29 WHEREAS.

30 In conjunction with the larger labor movement, IFPTE must recognize these
31 challenges for IFPTE members and young workers in general; and,

32 WHEREAS

33 Advancing leadership training for young workers groups within IFPTE is an
34 important step in ensuring the Federation's continued and future growth,
35 and ability to properly and successfully represent our members;

36 THEREFORE BE IT RESOLVED,

37 That the Federation and its affiliated Locals recognize and support youth-
38 oriented strategic initiatives and partnerships developed in Canada and the
39 United States, in workplaces, on campuses and in concert with a broad array
40 of like-minded student, youth, advocacy and community organizations to help
41 expand and strengthen the labor movement overall, IFPTE and its affiliated
42 locals in particular, and build a just
43 economy for all workers.

44 **THEREFORE BE IT FINALLY RESOLVED,**

45 That the Federation establish a "Young Members" Committee, open to
46 young member from every Local, which should convene twice
47 annually and for those locals who are not able to meet in person shall
48 participate by electronic means in order to share our
49 successes and struggles on matters relevant to young members within the
50 Labor Movement, and to facilitate the creation and adoption of unified
51 strategies to engage with and build the future leaders within every IFPTE
52 Local, and the communities they serve. Any financial costs incurred will be
borne by the participating locals.

Age Distribution

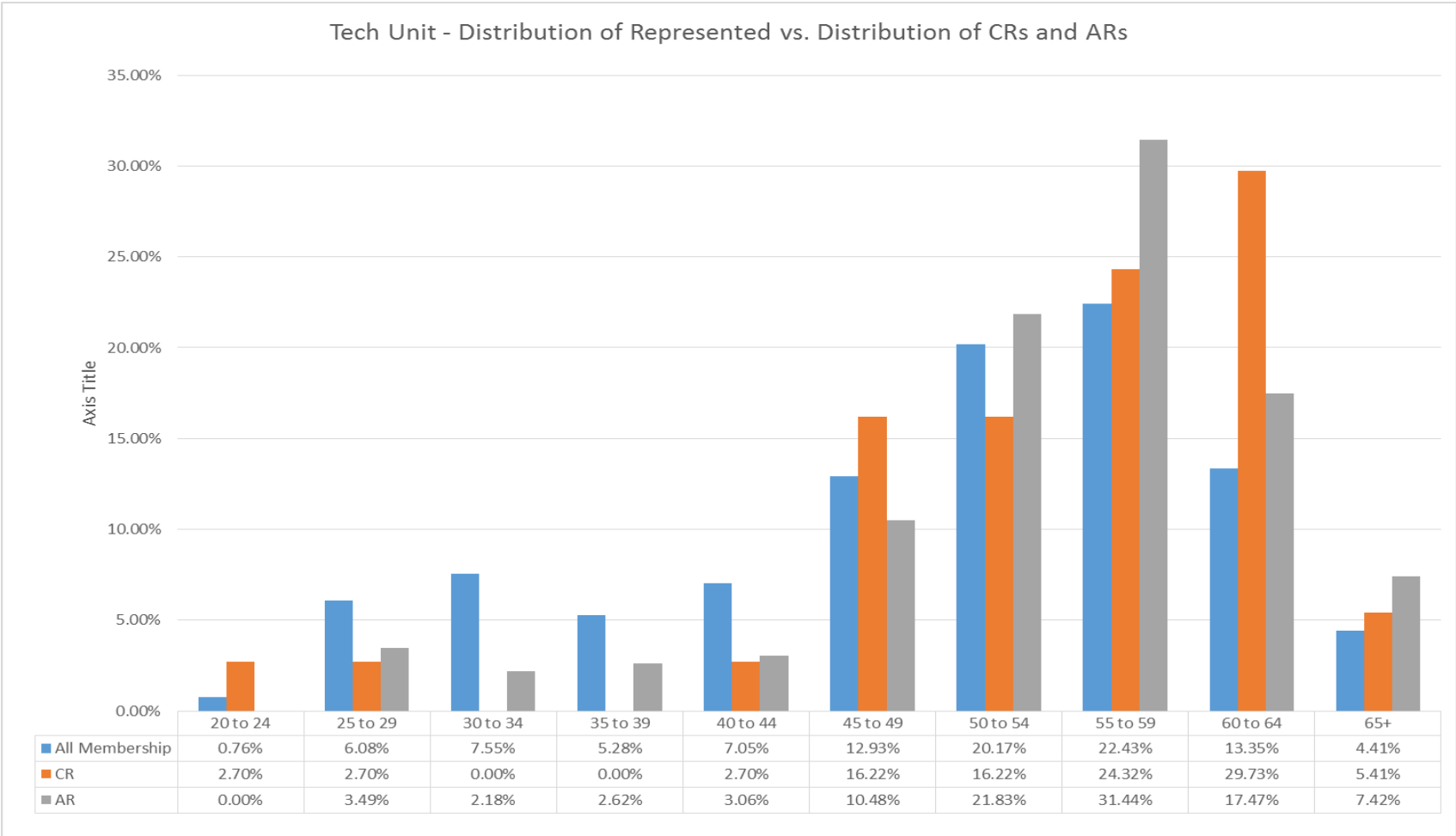
Distribution Of All Membership By Age

Compared To:

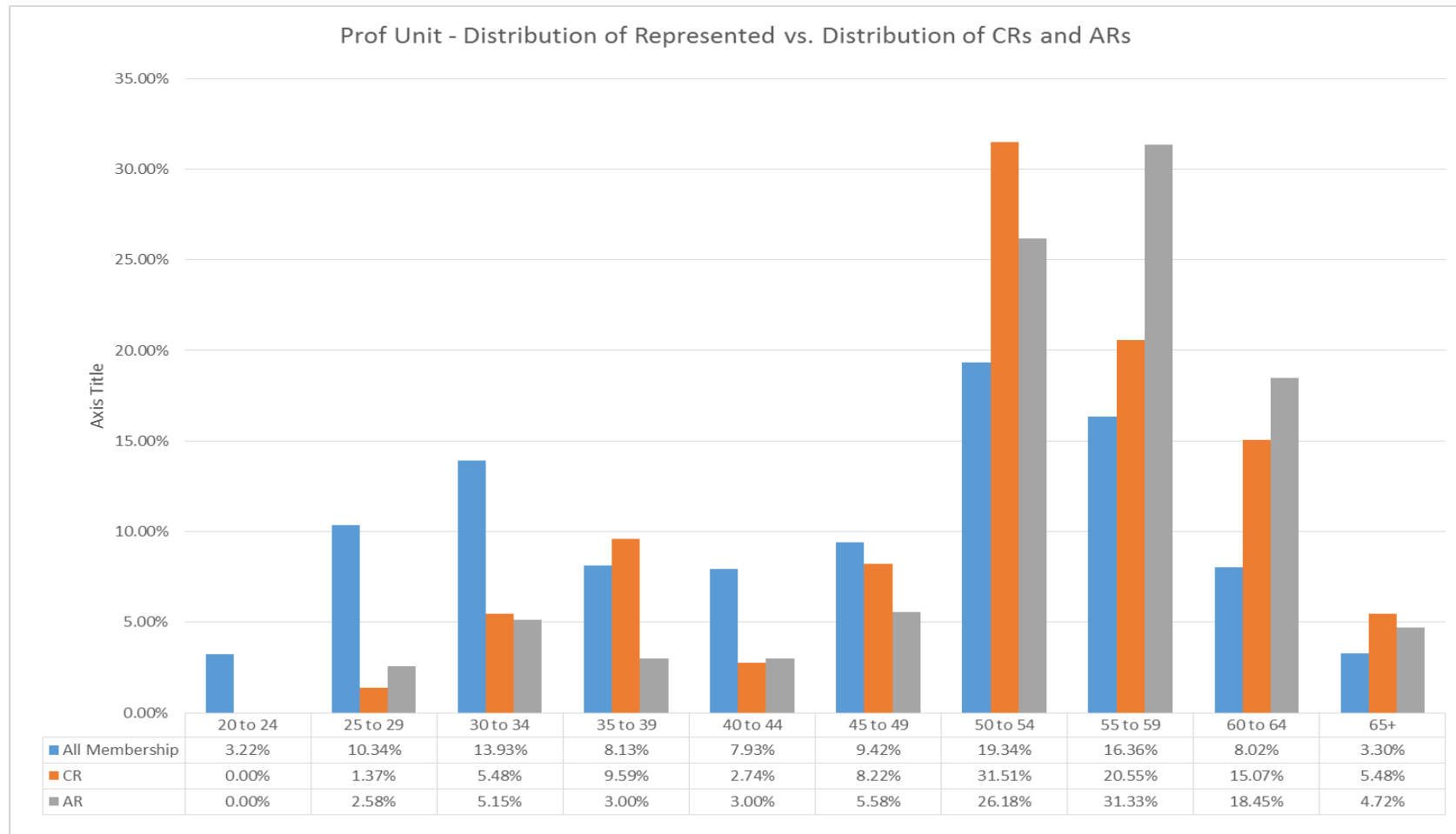
Distribution Of Council Reps & Area Reps By Age

By Unit

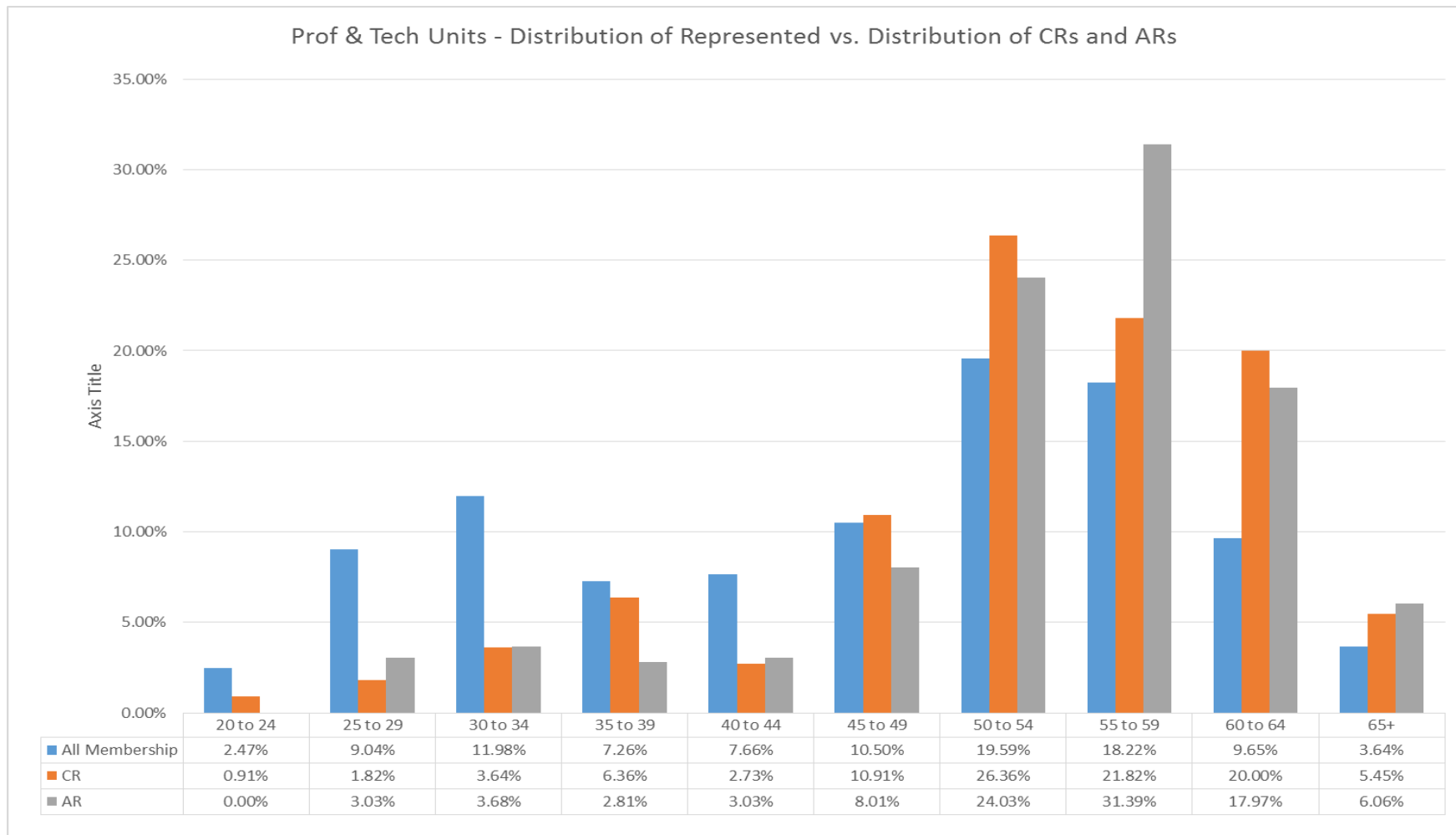
Age Distribution



Age Distribution



Age Distribution



The data clearly shows that the younger members are not well-represented in SPEEA leadership (Area Rep/Council Rep) positions.

The New Hire Committee agrees with this motion and recommends approval of the formation of the YOUNG MEMBERS COMMITTEE. Our union needs Young Member involvement. This does NOT exclude more seasoned SPEEA member involvement in the committee.

Motion

It is moved **that the NW SPEEA Council approve a new committee, the Young Members Committee (YMC), effective immediately.**

Revision to SPEEA Northwest Policy Manual accordingly:

Page III-3

Added

i. Northwest Young Members Committee – This committee will work with the NW Council in developing methods of outreach to young members coming into SPEEA. They will also work with the elected leadership, NW Council and staff to make SPEEA a more welcoming organization to our younger members, and to create opportunities for all members to develop into the SPEEA leaders of the future.