



BC FERRY & MARINE WORKERS' UNION

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March 5, 2019

Geoff Stephens, Chair
BCFMWU Young Workers Committee

Young Workers Committee Chair Mandate Letter

Dear Geoff,

I am honoured that you have agreed to serve as the Chair of the Young Workers Committee.

The mission of the BCFMWU is to strengthen and uphold collective rights and benefits and educate and organize our members. By doing this effectively, we intend to be the leading marine union in Canada. In your role as Chair of the Committee, you must:

- Encourage forward-looking, progressive behaviour;
- Uphold fairness in all that you do;
- Establish trust and respect in your relationships;
- Respect and celebrate diversity amongst our members and the communities in which we operate;
- Support opportunities for further education; and
- Strive for meaningful engagement with our members and the public.

As a Committee, your overarching goal will be to activate and engage young workers throughout the membership while educating on the benefits of diversity and inclusivity within our Union. Young workers are a marginalized voice and equity seeking group, therefore it will be your responsibility to identify potential non-traditional leaders who may not yet be union activists.

To do this, your top priorities will be:

- Draft and submit a budget to the Provincial Executive in consultation with the Secretary-Treasurer and Office Manager.
- Develop a proposal for review by the Provincial Executive for a Young Workers Conference in consultation with the Secretary-Treasurer and Office Manager.
- Develop a committee selection plan for the Young Workers Committee including committee members, BCFED and BCGEU appointees. (i.e. committee members selected at conference).
- Recommend to the Provincial Executive policies and programs to promote the full participation of young workers in our Union.

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BC Federation of Labour

BC Government & Service Employees' Union

Canadian Labour Congress

National Union of Public & General Employees

International Transport Workers' Federation



- Liaise with the Convention Committee and others for education or solidarity opportunities around or during the Convention.
- Canvas the membership and select applicants for Camp Jubilee based on union experience and desire, with priority given to first time applicants.
- Find non-traditional young leaders around the membership and actively engage them in our union and union events.
- Provide and present a written report to the Provincial Executive quarterly.
- Draft a final report for presentation at the Constitutional Convention outlining your process, goals, successful outcomes and experience.

As a member of this Committee, you are asked to be aware and fully compliant with the BCFMWU *Constitution* and *Financial Guide*. You will be provided with copies of these. Notwithstanding the above, you are advised to review and adopt your own terms of reference.

Should you have any questions regarding your responsibilities, please contact me, our Secretary-Treasurer, or our Office Manager.

I know we can count on you to fulfill the important responsibilities entrusted in you. In turn, please know that you can count on me to support you every day in role as a Young Workers Committee Chair.

Yours truly,

BC FERRY & MARINE WORKERS' UNION



Graeme Johnston
Provincial President