

# YOUNG WORKERS COMMITTEE

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MEETS: Tuesday, March 18, 2025  
LOCATION: Melrose 3 MEETING ROOM  
COMMITTEE CHAIR: Joshua Charlier  
COMMITTEE SECRETARY: Megan Wagner  
Facilitator: Zack Coker, Jason McAdoo

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|------------------------------|--------------------------|
| 1. Joshua Charlier 1976      | 2. Megan Wagner 601      |
| 3. Kenny Geis 1903M          | 4. Monique Lockhart 2210 |
| 5. Scott Orloff 1903M        | 6. Dee Santiago 2210     |
| 7. Kristine Schumacher 2339N | 8. Milo Soroushian 1781  |
| 9. Brian Sprout 1903M        | 10. Denise Sylvia 2665   |
| 11. Terry Sykes 2665         |                          |

## **Report of the Young Workers Committee International Association of Machinists District 142 District Convention - 2025 — Las Vegas, NV**

### **Introduction:**

The work of this committee is crucial in ensuring the growth and vitality of our Union by engaging the next generation of leaders. The recommendations and findings we present today set the foundation for all Young Workers Committee's to come.

Our committee, composed of dedicated representatives from across our District, met extensively over the course of this convention to discuss the state of young worker engagement within the District. The insights shared by committee members have given us a series of recommendations that we believe are essential for the continued success of our District.

### **2025 Recommendations:**

These resolutions remain relevant and serve as a strong foundation for ongoing efforts to engage young workers. Key among these are:

#### **1. New Communication Methods:**

Engaging young workers requires meeting them where they are, using the

communication platforms they prefer such as QR codes and Linktrees, with more access to digital resources and forms.

**2. Creation of Non-Voting Advisory Positions:**

We encourage each Local to continue to establish non-voting advisory positions on their executive boards following the lead of the District. These positions are vital for ensuring that the perspectives of young workers are considered in decision-making processes.

**3. Virtual Meeting Options:**

We propose that virtual meeting options are clearly communicated and promoted to ensure young workers are aware of these opportunities. Additionally, we recommend implementing virtual meetings with in-person social and community service events, which can serve as entry points for new participants.

**4. Revise Local Bylaws to Lower Barriers for Participation:**

Encourage Locals to revise their bylaws to reduce barriers for participation, such as lowering the number of required meeting attendances for eligibility to participate in certain activities or access training opportunities.

**5. Promote and Celebrate Young Worker Achievements:**

Encourage Locals to actively promote the achievements of young workers. Highlighting the successes of young workers—whether they're getting off probation or taking on leadership roles within the union—we believe these actions will inspire others to step up and get involved. Too often young workers complain about being thrown to the wolves, so we encourage each Local to take the first step in communication to welcome new members into the IAM family.

**6. Investment in Young Worker Education:**

The District has made strides in providing educational opportunities for young workers through the commitment of annual summits, and by offering breakouts geared toward young workers at conferences and conventions. **However, we encourage the creation of a roadshow summit to ensure these opportunities are accessible to all young members.**

**7. Development of Mentorship Programs:**

While mentorship programs have been encouraged, their implementation has been inconsistent. **Effective mentorship is key to retaining, developing young talent within our Union, introducing more structured and widespread programs.**

**8. Utilization of Young Worker Committees:**

The establishment and utilization of Young Worker Committees at the Local level have been recommended, **yet many Locals still lack these committees; where they do exist, they often struggle due to a lack of support and resources.**

**9. Cultural and Informational Gatekeeping:**

- a. **Challenge:** In some shops and Districts, older members may be resistant to new ideas from young workers, creating a culture of exclusion and gatekeeping. This can discourage young workers from participating and stifle innovation within the Union.
- b. **Recommendation:** We call for a culture shift within the District, one that values and encourages new ideas from young members. This can be supported through

targeted steward training that emphasizes the importance of inclusivity, mentorship, and the adoption of new methods for engaging members. Additionally, we recommend the development of a "mentor-the-mentor" program, like train-the-trainer initiatives, to prepare experienced members to effectively mentor younger colleagues.

**Conclusion:**

In conclusion, the Young Workers Committee urges all delegates to adopt these recommendations ASAP and renew our collective commitment to engaging and empowering the next generation of IAM leaders. The future of our Union depends on our ability to adapt, innovate, and foster a culture that values the contributions of all members, regardless of age or experience.

We must ensure that young workers have the opportunities, resources, and support they need to thrive within the IAM. Only through their active participation can we continue to grow stronger together.