



BC PSAC YOUNG WORKERS



PSAC'S YOUNG WORKER COMMITTEES

The main objectives of PSAC's young workers' committees are to educate young workers about the labour movement as a whole; to engage, mobilize and retain young workers and raise awareness about the critical issues that young workers face today. PSAC members under the age of 35 can take part in their regional young workers' committee. Young workers' committees are networks for members to share and learn from each other. Within these networks, young workers can strategize, creatively address issues within the union and the workplaces that are important to younger members, support each other, and mobilize as a force that will move their issues forward. There are several pressing issues facing young workers in today's workplaces, including childcare, parental leave, health and safety, and precarious work. For those in the public service, young workers are also contending with the government's increased reliance on 90-day hires, contracting out, and other forms of temporary work, which continue to create unstable working conditions for young employees.

YOUNG WORKERS FACE PRECARIOUS WORK

Our high quality public services need to stay public. From contracting out of critical defence services, to the threat of airport privatization, to an expensive and ineffective private Infrastructure Bank, to continued contracting out across federal government departments, our high quality public services are under threat. Join us as we work to restore and expand public services.



YOUR RIGHTS AS YOUNG WORKERS

40% of workplace injuries happen within 6 months on the job. That statistic increases for Young Workers who may be entirely new to the workforce. Young Workers are rarely provided information on what their rights are prior to entering a workplace and are usually left to their own devices to find information about grieving unfair or unsafe work practices. Young Workers have made it very clear that it takes more than a decent salary to make them stay on with certain employers, and maintaining a safe, equitable, and inclusive workspace is part of the battle. The union's duty to provide members with information on their rights at work and how to ensure they are protected is paramount to growing a healthy workforce, including the Young Workers.

ENGAGEMENT FOR YOUNG WORKERS



YOUNG WORKERS NEED CHILDCARE

The Public Service Alliance of Canada is urging all levels of government to adopt a universal, affordable and accessible child care system for all Canadians.

As it stands now, the majority of parents must rely on a patchwork of largely unregulated childcare, with no guarantee of quality.

Parents often scramble to find a spot, and must sometimes rely on family, friends and a host of other inadequate solutions. Even when families are fortunate enough to find a licensed child care spot, it can cost them nearly a quarter of their take-home pay. In fact, child care costs in Canada are among the highest in the world.



MENTAL HEALTH IS HEALTHCARE

Mental illness indirectly affects all Canadians at some time either through their own experience, or that of a family member, friend or colleague. By age 40, about 50% of the population will have or have had a mental illness. Mental illness affects people of all ages, education, income levels, and cultures; however, systemic inequalities such as racism, poverty, homelessness, discrimination, colonial and gender-based violence, among others, can worsen mental health and symptoms of mental illness, especially if mental health supports are difficult to access. Environmental factors play an important role in our mental health: access to safe and affordable housing, meaningful education and employment, leisure activities, the support of a community, access to land and nature, freedom from violence, and good access to health care and mental health services all support good mental health.

SUICIDE IS THE SECOND LEADING CAUSE OF DEATH AMONG YOUTH AND YOUNG ADULTS BETWEEN 15-34

Between 2008-2009 and 2018-2019, among young Canadians there was a 61% increase in emergency department visits and a 60% increase in hospitalizations for mental disorders. Without the right supports, people with mental illness, their caregivers and their families can experience great suffering; we need a robust mental health care system with a wide range of programs and services, including health promotion and wrap-around supports like housing and employment services, to ensure that people receive the preventative care, treatment and the supports they need to recover and thrive. Due to public mental health services being underfunded and have lengthy wait times, many people rely on their employer-based benefits or bear the personal cost of private services.

A healthy and safe workplace includes both your physical safety and mental well-being. You and your employer both have important roles to play when it comes to creating a workplace where you feel respected, valued and supported. Reach out to your supervisor, someone you trust, your local union representative, or your family doctor for access to resources, information, and assistance.



CANADIANS SPEND AN ESTIMATED \$950 MILLION A YEAR ON PSYCHOLOGISTS IN PRIVATE PRACTICE.

ENVIRONMENTAL CONCERS FOR YOUNG WORKERS

Many young workers shared common trajectories in developing their consciousness around climate change. Young Workers believe that the scale of the solution being offered don't match the scale of the crises we are witnessing. Learning about climate change through the lens of individual responsibility often led to an understanding that urgent action must be taken - combined with feelings of anxiety and depression and a general sense of paralysis. Generational consciousness-shaping events came up over and over again. Economic and environmental uncertainty have been the backdrop of young workers' entire lives, and they have an intuitive understanding of how deeply linked these issues are to each other, as well as to issues of racial inequality, militarism and imperialism, and gender equity. This has led many young workers to seek out education about and participation in collective action. They are seeking economic stability, a sense of community, and the opportunity to effect political change, and have realized worker activism and union participation can provide avenues for achieving all of these at once. This is the foundation of a shared and unrelentingly intersectional analysis that hope to build deeper coordination for a powerful labor-climate movement.

SELF IDENTIFY AS A YOUNG WORKER



Your identity is your strength: self-identify with PSAC and help us build a more inclusive and equitable workplace.

YOUNG WORKERS WON'T WORK FOR LESS

Young Workers/Employees, just joining or currently within the workforce, are one of the highest educated employment groups while simultaneously being the lowest paid. These workers have made it very clear that a liveable wage isn't the only key to sustaining their employment. While inflation grows, Young Workers are savvy in their job hunting asks; searching for sustainable

wages, appropriate benefits, and a healthy work-life balance in order to grow a life long career that is beneficial to themselves, consumers, and public.



YOUNG WORKER CONTACT INFO

If you are experiencing issues, please reach out to your local or go right to the head honchos to make your voice heard.



VANCOUVER ISLAND YOUNG WORKER COMMITTEE



MAINLAND AND HAIDA GWAII YOUNG WORKER COMMITTEE

