



# AFGE Young Unionists for the Next Generation (Y.O.U.N.G.) Activity Report

2018-2021



Produced by the Women's  
and Fair Practices  
Departments



AFGE Women's & Fair Practices Departments



# Who we are:



The AFGE Young Organizing Unionists for the Next Generation (Y.O.U.N.G.) program seeks to mobilize young union members to become leaders and activists for social change within AFGE and the Labor Movement. AFGE members who are under the age of 40 and those mentors that are over 40 will work together to include younger workers into the union structure and keep them engaged in what's at stake for working class Americans.

AFGE Y.O.U.N.G. intends to provide young members with networking opportunities and resources to engage in mobilizing other young workers into AFGE, union training to promote leadership skills, innovative social gatherings, AFGE conference meetings, and other engaging events. In doing so, AFGE Y.O.U.N.G. participants work to build lasting labor solidarity, advance issues of social and economic justice, and find more inclusive ways to engage the current and future generations in the Labor Movement.

## GOALS OF THE AFGE Y.O.U.N.G. PROGRAM

- Create tools to organize and mobilize young AFGE members and encourage non-members to join AFGE.
- Encourage mentors over the age of 40 to join the AFGE Y.O.U.N.G. Program to educate and prepare young members for leadership roles.
- Encourage Local & District leadership to select a Y.O.U.N.G. Representative.
- Educate members on the importance of AFGE Y.O.U.N.G. and the young workers movement as a whole.
- Include a AFGE Y.O.U.N.G. meeting/training or social event at major AFGE conferences.



# Our Origins:

AFGE held a meeting of members under the age of 40 at the 2009 Convention. As a result of this meeting, there were four key findings of how to recruit younger members:

**#1: AFGE members play a key role in introducing future young members to AFGE.**

**#2: Face-to-face recruitment programs are the most effective way to recruit young members.**

**#3: Individual discounts and member benefits are the most effective incentives for recruiting young members**

**#4: Although the general membership mailing is the most commonly used tool for communicating with young professionals, AFGE must expand its efforts to include more segmented communications as well.**

At the 2012 convention, the first Y.O.U.N.G. AFGE Training Summit was held and a resolution was passed to support the formation of Y.O.U.N.G. AFGE Committees.

## **This resolution specifically asked for :**

- The formation of a National Y.O.U.N.G. AFGE Committee comprised of a Y.O.U.N.G. representative from each District; and
- Locals to form Local Y.O.U.N.G. AFGE Committees comprised of a Y.O.U.N.G. representative from their membership.

**Since 2012, the Y.O.U.N.G. AFGE program continues to gain momentum at all levels of AFGE and the labor movement.**

Young unionists are stepping up in their Locals, Councils, and districts to take action and mobilize their peers. At the same time, union leaders and mentors are providing opportunities for young workers to contribute their skills and talent to their unions and communities.

# Building Coalitions and Relationships

## AFGE Y.O.U.N.G. - THE VOICE OF NOW AND TOMORROW

Over the years, AFGE Y.O.U.N.G. has embodied the union value of "stronger together" and has made strong bonds and coalitions with other labor and advocacy organizations that advance our values. Below is a list of some events/organizations Y.O.U.N.G. has partnered with.

- Central Labor Councils
- Asian Pacific American Labor Alliance
- NAACP Next-Gen
- Coalition of Labor Union Women
- Local Chamber of Commerce
- AFL-CIO Ruther Ellinger Leadership Academy
- AFL-CIO MartianLuther King JR Civil & Human Rights Conference
- A. Philip Randolph Institute

AFGE Y.O.U.N.G. recognizes that if you are not at the table, you may be on the table. Thus, they have strived to make long-lasting relationships with elected officials from the local to the federal level. These relationships allow Y.O.U.N.G. to advance worker and community leads. Some representatives Y.O.U.N.G. has worked with includes:

- Local and State Elected Officials
- Senator John Comyn
- Senator Ted Cruz
- Senator Kamala Harris
- Congressman Connolly
- Congresswoman Sheila Jackson Lee
- Congressman Ted Poe
- Congressman Kevin Brady
- Congresswoman Grace Meng
- Congresswoman Nydia Valesquez



# Leading with Tenacity

## AFGE Y.O.U.N.G. - BEING THE AGENTS OF CHANGE

AFGE Y.O.U.N.G. recognizes that if you're not invited to the table, you need to bring your own folding chair and be in all the rooms where decisions are being made. In the last two years, AFGE Y.O.U.N.G. has not only expanded its prestige and gained respect, but has also trained leaders who now hold titles throughout the Union.

We are PROUD to have AFGE Y.O.U.N.G. Members be:

- Local Presidents and Vice Presidents
- Local Executive Leaders
- Local Stewards
- District Leaders
- Labor Council Leaders
- Affiliate Change Makers
- Government Liaisons
- AND SO MUCH MORE

AFGE Y.O.U.N.G. Leaders have also filled voids in training fellow AFGE leaders and advancing thoughts and knowledge in our Union. They have taken the charge of being active members and have created and inspired training that will advance our Union as a whole. Below are some examples of the training and events in which Y.O.U.N.G. leaders lead or participated in.

- The Power of the Vote
- Census 101
- Don't Let Robert's Rule You
- From Protest to Policy
- COMET Training
- How to be an Ally
- Grievance Training
- Resume Building
- Building Power with E-Dues
- Suicide Awareness Month Training/Programming



# Putting Values into Action

## AFGE Y.O.U.N.G. - REFUSING TO SIT IDLY BY

In the last few years, our nation has faced several reawakenings. Whether it be the racial recognizing of the United States, the global COVID-19 pandemic, national violence against our nation's Asian American and Pacific Islander Community, violence and political threats towards the LGBTQIA+ Community, nation-wide threats and adverse actions towards our nation's Hispanic and immigrant community, or any other form of oppression, AFGE Y.O.U.N.G. has been on the front lines - leading our union and nation and standing up to adversity.

Y.O.U.N.G. has been proud to put their values into action and expand their advocacy beyond their formal structure of the union. The advocacy of Y.O.U.N.G. was highlighted through the following:

- Participating in the 2020 March on Washington
- Participating and supporting food drive to help those facing economic insecurity
- Creating and distributing masks and PPE during the COVID-19 Pandemic
- Rallying and advocating for racial justice
- Canvassing and advocating for pro-union elected leaders
- Participating in and hosting in voter registration drives
- Educating the union and public on the power of the Census
- Participating in AFGE programming which highlighted our union's diversity and power





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# Young Organizing Unionist for the Next Generation

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## HOW CAN I LEARN MORE ABOUT AFGE YOUNG?



Learn more about AFGE Y.O.U.N.G. and resources at  
<http://www.afge.org/YOUNG>

Find the newest AFGE Y.O.U.N.G. merchandise at the AFGE  
online store  
<https://www.afgestore.org/category/young.html>

AFGE Y.O.U.N.G. Program  
The Women's and Fair Practices Departments  
80 F Street, NW  
Washington, DC 20001

(202) 639-6417 / Fax: (202) 347-4235  
<http://www.afge.org/YOUNG>  
[young@afge.org](mailto:young@afge.org)