



# WHAT IS NEXT GEN?

**THE NEXTGEN PROGRAM IS DESIGNED TO EMPOWER NEW AND YOUNG WORKERS, PROVIDING A SUPPORTIVE SPACE FOR COLLABORATION, VISIBILITY, AND EDUCATION. HERE, WE CAN CONNECT WITH PEERS, VOICE OUR IDEAS, AND ENGAGE IN MEANINGFUL ACTIVITIES TO BUILD WORKER POWER.**

NextGen introduces new and young workers to the diverse world of activism. We provide ample opportunities for everyone to engage, learn, and contribute through both constitutionally mandated and voluntary local union committees so that together we can foster personal growth and community impact.

Join us to explore how you can make a difference within your union and beyond!

## MISSION STATEMENT

We, the members of the USW Next Generation (NextGen) program, are committed to ensuring a bright, sustainable future for our union, the labor movement, and our world.

Through Next Generation, we work with USW members of all ages to carry forward our longstanding traditions and heritage while also creating our own history with new ideas, enthusiasm, tools, and technology.

Our members help bolster the USW's existing programs by lending their unique insights and perspectives, so that our union remains united and strong well into the future.

Through training, networking and mentoring, the program helps prepare, inspire and guide the next generation of activists to become productive members of our union and our communities as we engage in political and legislative action, promote safer workplaces, organize new members and lift each other up so we all can succeed.

# WE OFFER

## COLLABORATION

WORK ALONGSIDE FELLOW MEMBERS TO SHARE EXPERIENCES AND INSIGHTS.

## VISIBILITY

ENSURE OUR VOICE IS HEARD AND VALUED WITHIN THE UNION.

## EDUCATION

GAIN KNOWLEDGE ABOUT VARIOUS FORMS OF ACTIVISM, LABOR ISSUES, AND COLLECTIVE BARGAINING.

## EMPOWERMENT

DISCOVER OUR POTENTIAL TO DRIVE CHANGE AND MAKE A DIFFERENCE.

## NETWORKING

BUILD RELATIONSHIPS WITH FELLOW WORKERS AND EXPERIENCED ACTIVISTS.



# WHY ENGAGE YOUNG AND NEW MEMBERS?

ACTIVISM TAKES MANY FORMS; SOME MEMBERS CHOOSE TO LEAD AS LOCAL PRESIDENTS OR CHIEF STEWARDS WHILE OTHERS ENGAGE IN DIFFERENT CAPACITIES. THIS DIVERSITY IS ESSENTIAL TO STRENGTHENING OUR UNION BOTH INTERNALLY AND EXTERNALLY.

ENCOURAGING OUR YOUNG AND NEW MEMBERS TO ACTIVELY PARTICIPATE IN EXISTING USW PROGRAMS IS VITAL FOR A VIBRANT UNION COMMUNITY.

Encouraging our young and new members to actively participate in existing USW programs is vital for fostering a vibrant union community.

- Emergency Response Team
- Political Action Committee
- Women of Steel
- Veterans of Steel
- Human Rights & Equity
- Organizing
- Health and Safety Committee
- National Pride Working Group
- National Anti-Racism Committee
- National Indigenous Committee

Additionally, members can engage with the broader labour movement through their Province's or Territory's Federation of Labour, Fédération des travailleurs et travailleuses du Québec (FTQ) or regional Labour Councils, which are all part the Canadian Labour Congress.

They may also participate in various affiliated organizations such as the Coalition of Black Trade Unionists (CBTU) and the International Lesbian, Gay, Bisexual, Trans, and Intersex Association (ILGA). These engagements provide members with opportunities to advocate for diverse issues, support inclusive policies, and collaborate on initiatives that promote equality and workers' rights across different communities.

## OUR STRUCTURE

The NextGen program is designed to empower local unions through a structured approach:

- 1. LOCAL UNION NEXTGEN LEADER**  
Each local ideally has at least one young member leading the program, supported by a committee based on local size and membership density.
- 2. DISTRICT NEXTGEN COORDINATOR**  
Appointed by the District Director, this coordinator helps build and support the program.
- 3. INTL. NEXTGEN STAFF SUPPORT**  
Staff from the USW International office provide guidance and resources to enhance local and district initiatives.

This structure was finalized by the International Executive Board in 2019, following extensive testing. It mirrors other successful activist groups within the union, such as Women of Steel and Rapid Response.

The core of NextGen lives in local union committees. Local union NextGen leaders can help shape each group in a way that best serves the local community. Each USW district has a lead coordinator, often supported by regional coordinators focused on specific areas. These

coordinators collaborate with staff to ensure effective program development and resource access.

Our commitment extends to mentoring the next generation of activists to ensure a sustainable future for our union and the labor movement. The NextGen program includes community service, education, legislative action, organizing, and social activism. By providing training and networking opportunities, we prepare and inspire young activists to become invaluable members of the USW.

# GET INVOLVED



The most important part of every NextGen committee are the members who make it possible! Are you a young or new union member ready to take on an active role in your local union? Are you ready to make connections with young and newer members in other USW locals to build solidarity and union power? If so, this program has a home for you! To learn more about joining NextGen, contact your local's NextGen leader or your District's NextGen coordinator for information.

**TO JOIN NEXTGEN, LEARN MORE OR REQUEST MATERIALS FOR YOUR LOCAL'S NEXTGEN COMMITTEE, VISIT [USW.CA/NEXTGEN](http://USW.CA/NEXTGEN).**